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## bulletin

## THE BUDGET: 3.1 million dollar crisis

CAUT estimates that the effect of the measures announced by Mr. Wilson will be to reduce federal support for post-secondary education by \$3.1 billion over the five fiscal years 90-91 to 94-95.

About a billion dollars of this total arises from the effects of a reduction of 1% in the escalator — a figure derived from measures of inflation and GNP — which had been announced last year. The remainder arises from the effect of freezing the level of payments to that of 89-90 for the next two years.

These totals depend on estimates. The level of population has to be estimated since the level of transfers depends upon the population changes in the provinces

as well as GNP growth and inflation. CAUT's estimates in these matters have been pretty accurate. In announcing his measures, Mr. Wilson claimed that there would be a saving to the federal government of \$680 million in 90-91. CAUT's estimates were within four million dollars of that figure. Because many of our estimates are taken from the official figures for growth, inflation and GNP the results, are in general, as conservative as the governments. So there is some ground for believing that CAUT's estimate of \$3.1 billion reduction is likely to be at the low end of a range of possible reductions.

The basis for the estimate is shown in the Table. For the years 88-89 to 94-95 the established programs financing transfer for post-secondary education is shown, allowing for the 2% reduction to the escalator introduced in 1985. In these figures the transfer in respect of post-secondary education is taken to be 28.5% of the total established programs finance transfer. In column 2 these are shown to be as the legislation now

stands; in column 3 they are shown with the reduction indicated in last year's budget but not yet enacted; in column 4 the effect of the two year freeze in the escalator announced by Mr. Wilson on February 20th. The levels are expressed in per capita of population terms. The population estimates are shown in column 5. The various outcomes of the reductions involved are shown as gross figures for the whole of Canada by performing the various calculations on the per capita figures and then multiplying by the population.

The extent of this reduction is critical. Taking the transfers for post-secondary education in 89-90 as the unit of measure, the amount of this reduction would be enough to fund the whole of the federal contribution to post-secondary education through established programs financing for five years for all the Atlantic provinces. It is about one and one half times the whole of such support for Ontario for a year. It would easily provide such support to Quebec for two years. The whole of the support

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for all four Western provinces for two years comes to \$3.3 billion, just over the reduction that the budget introduces. Seen in this light the reduction is clearly a fundamental attack on the federal support for post-secondary education. One feature of what is happening here



Michael Wilson

L'ACPU estime que les mesures annoncées par M. Wilson auront comme conséquence de réduire l'aide financière du fédéral au titre de l'enseignement postsecondaire de 3,1 milliards de dollars au cours des cinq exercices financiers allant de 1990-1991 à 1994-1995.

Environ un milliard de dollars de cette somme découle de la réduction de 1 % du facteur de progression, annoncée l'année dernière, lequel se fonde sur des taux d'augmentation de l'inflation et du PNB. Le reste provient du gel des paiements de transfert au niveau de 1989-1990 pendant les deux prochaines années.

Ces montants totaux sont tirés d'estimation. Il faut estimer la population puisque le montant des transferts est fonction de l'évolution démographique des provinces ainsi que de la

croissance du PNB et de l'inflation. Les estimations de l'ACPU à cet égard ont été assez justes. Lors de l'annonce de ses mesures fiscales, M. Wilson a prétendu que le gouvernement fédéral économiserait 680 millions de dollars en 1990-1991. Les estimations de l'ACPU se situent à quatre millions de dollars près de ce montant. Etant donné que nos estimations se fondent sur des chiffres officiels pour la croissance, l'inflation et le PNB, les résultats sont en général aussi prudents que ceux du gouvernement. Il y a donc tout lieu de croire que l'estimation de l'ACPU de 3,1 milliards de dollars pourraient être l'une des plus basses parmi un ensemble de chiffres possibles.

Le Tableau montre d'où provient l'estimation. Les paiements de transfert en vertu du financement des programmes établis au titre de l'enseignement postsecondaire sont illustrés pour les années 1988-1989 à 1994-1995 avec la réduction de 2 % du facteur de progression effectuée en 1985. D'après ces chiffres, les paiements de transfert pour l'enseignement postsecondaire sont censés représenter 28,5 % des paiements

totaux au titre du financement des programmes établis. Les chiffres de la colonne 2 sont ceux qui s'appliquent en vertu de la loi actuelle. Ceux de la colonne 3 illustrent la réduction annoncée dans le budget de l'année dernière mais qui n'est pas encore en vigueur. La colonne 4 illustre les conséquences du gel de deux ans du facteur de progression annoncé par M. Wilson le 20 février. Les taux sont exprimés par habitant. Les estimations démographiques sont données à la colonne 5. Les diverses conséquences en jeu sont exprimées en chiffres bruts pour tout le Canada en effectuant les différents calculs selon les chiffres par habitant et en multipliant ensuite par la population.

L'ampleur de ces compressions est critique. Si l'on prenait comme étalon les transferts au titre de l'enseignement postsecondaire en 1989-1990, le montant de la réduction serait suffisant pour financer tout l'apport du gouvernement fédéral à l'enseignement postsecondaire en vertu du financement des programmes établis pendant cinq ans pour toutes les provinces de l'Atlantique. Ce montant représente une fois et demi la

totalité des fonds consacrés à cette fin en Ontario pendant un an. Il financerait facilement pendant deux ans l'enseignement postsecondaire du Québec. Dans le cas des provinces de l'Ouest, cela représente 3,3 milliards de dollars pendant deux ans, c'est-à-dire la totalité de l'aide financière et un peu plus que la réduction annoncée dans le budget. De ce point de vue, la réduction, de toute évidence, s'attaque fondamentalement au soutien de l'enseignement postsecondaire par le fédéral.

Attardons-nous sur un aspect de la situation. En effet, même s'il a affirmé le contraire, le ministre du gouvernement Mulroney ne va pas garantir le soutien de l'enseignement postsecondaire au Canada. Le critique du Parti libéral à la Chambre, M. Duhamel, a déclaré: "Ce n'est plus une question de limitation; on se voit confronté à une véritable crise". Il a mis le premier ministre au défi en citant ses propres mots: "Pendant notre deuxième mandat, nous nous concentrerons sur l'investissement humain à long terme, c'est-à-dire le développement des compétences, la formation et l'éducation

## LE BUDGET: une crise de 3,1 milliards de dollars



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Diffusion totale moyenne: 27 000. Le Bulletin de l'ACPU paraît 10 fois au cours de l'année universitaire. Le 1er de chaque mois de septembre à juin. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulation après la date limite. Pour toute offre d'emploi, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite pour postuler le poste.

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is that in spite of words to the contrary Mr. Mulroney's ministry is not going to ensure that post-secondary education is supported in Canada. The Liberal critic in the House, Mr. Duhamel, commented, "This is no longer restraint; this is crisis." He challenged the Prime Minister by quoting back to him his own words, "In our second mandate we will concentrate on long term investment in people, skills, skills training, education, strategic technologies. . ." In his response the Prime Minister drew an interesting distinction. He said, "...the restraint measures do not apply to the main federal programs providing direct support for Canada's educational objectives." His examples were the granting councils, the Centres of Excellence Program, the Canada Scholarships, official languages in education, literacy and education programs for native people. The distinction made here is

between the direct federal responsibilities and post-secondary education which the provinces have claimed long and hard is their responsibility.

It well may be that the provincial governments are going to have their own defence of constitutional control and insistence on the non-specific nature of the transfers thrown in their faces. In his response to the budget the finance minister of Newfoundland, Dr. Kitchen, noted that transfers were contributions to the general funds of the province. He was one among many finance ministers who noted that when dealing with questions on the effects of the budget. Perhaps, when direct responsibility for limiting health services and increasing student fees cannot be laid at the feet of the federal government, the provinces will wish that they had not made such a stern defence of their control over the transfers.



Chris Axworthy

The hypothesis that the Government of Canada is going to exploit just this line of attack is supported by an interchange in the House between Chris Axworthy, the NDP critic, and Mr. Wilson. Part of Mr. Axworthy's question was, "... In 1989 the finance minister promised that money for health and post-secondary education would continue to rise higher than the rate of inflation. . ." He asked why this had not been lived up to and continued his question with an inquiry on health transfers. Mr. Wilson, in reply, included the following statement: "The transfers that we make to the provinces are not for health-care, or post-secondary

See "Budget", page 4

### Impact of EPF cuts on post-secondary education

1 year	2 pse/epf per capita 2% cut	3 pse/epf per capita 2% +1%	4 pse/epf per capita Budget freeze	5 Canada pop (000s)	6 Loss pse/epf 1% cut (2-3)x5 (\$000s)	7 Loss pse/epf freeze (3-4)x5 (\$000s)
88-89	207.05	207.05	207.05	25,911.8	0	0
89-90	217.18	217.18	217.18	26,218.5	0	0
90-91	228.69	226.52	217.18	26,460.4	57,466	247,243
91-92	238.25	233.72	217.18	26,754.2	121,136	442,595
92-93	246.34	239.32	222.38	27,045.1	189,824	458,135
93-94	254.68	245.05	227.69	27,333.9	263,761	474,070
94-95	263.98	251.53	233.72	27,620.7	343,937	491,739

\$976,124 \$2,113,781

grand total = \$3,089,504

90-91 onwards are estimates  
In column 4 the escalator remains reduced by 3% after the freeze is lifted

ainsi que sur les technologies stratégiques(. . .). Dans sa riposte, le premier ministre a fait une distinction intéressante. Il a déclaré que "(. . .) les mesures d'austérité ne s'appliquent pas aux principaux programmes fédéraux qui appuient directement les objectifs du Canada en matière d'éducation." Il a donné comme exemple les conseils subventionnaires, le programme des Centres d'excellence, le programme canadien de bourses d'études, l'enseignement des langues officielles, l'alphabétisation et les programmes d'éducation pour les autochtones. Il fait ici une distinction entre les responsabilités directes du fédéral et l'enseignement postsecondaire qui est du ressort des provinces, comme elles le prétendent depuis longtemps et à hauts cris.

Il se peut fort bien que les gouvernements provinciaux défendent leur point de vue quant au contrôle constitutionnel et insistent sur la nature non précise des transferts qu'on leur a jeté à la figure. Dans sa riposte au budget, le ministre des Finances de Terre-Neuve, Dr. Kitchen, a fait remarquer que les paiements de transfert contribuaient aux fonds généraux de la province. C'est ce qu'il a fait remarquer à l'instar de nombreux autres ministres des Finances, lorsqu'il est question de traiter des conséquences du budget. Peut-être que lorsque la responsabilité directe de limiter les services de santé et d'augmenter les frais de scolarité n'incombent plus au gouvernement fédéral, les provinces souhaiteront ne pas avoir défendu aussi durement leur maîtrise des transferts.

Un échange à la Chambre des communes entre Chris Axworthy, le critique du NDP,

et M. Wilson était l'hypothèse que le gouvernement du Canada va exploiter cet argument. La question de M. Axworthy se lisait en partie comme suit: "(. . .) En 1989, le ministre des Finances a promis que les crédits réservés au secteur de la santé et à l'enseignement postsecondaire continueraient d'augmenter plus vite que le taux d'inflation(. . .)" Il a demandé pourquoi cette promesse ne s'était pas réalisée et a poursuivi sa question en demandant des renseignements sur les transferts au titre de la santé. M. Wilson a répondu ce qui suit: "Les paiements de transfert que nous versons aux provinces ne sont pas destinés aux soins de la santé ni à l'enseignement postsecondaire. Ce sont des transferts inconditionnels. Il revient aux provinces de décider comment elles veulent dépenser ces crédits."

On pourrait supposer que tous les éléments sont là pour une autre querelle stérile entre le gouvernement fédéral et les provinces. Ce ne serait pas la première. Au cours de la dernière décennie, les provinces ont débité la plupart de leurs banalités alors qu'elles répliquaient en termes constitutionnels à des questions fiscales. L'une des plus jolies appartient à M. Bennett, du gouvernement de la Colombie-Britannique, qui a prétendu que lorsque son gouvernement a réduit les crédits aux universités, il ne réduisait pas la contribution fédérale mais celle du provincial. Ce serait beaucoup plus productif si les deux paliers de gouvernement respectaient leur engagement commun de financer les études postsecondaires de la prochaine génération de Canadiennes et de Canadiens.

Le défi que M. Axworthy a lancé au ministre des Finances de maintenir les



Ron Duhamel

transferts au-dessus du taux d'inflation met en relief un point important pour les universités. Au cours des deux prochaines années, le gouvernement fédéral prédit que le taux national d'inflation sera quelque peu supérieur à 5 %. En gelant les paiements de transfert, le gouvernement fédéral se décharge de sa responsabilité de régler le problème de la dévaluation de l'argent en la mutant à une autre source, soit les droits de scolarité ou le trésor provincial.

Il n'est donc pas surprenant que trois organismes, porte-parole de différents éléments dans les universités canadiennes, n'aient pas accueilli avec satisfaction le geste

Voir "budget" à la page 4



## President's message/Le mot de la présidente

# Generation X-ed or a new partnership?

The information age yields such a rapid turn-over that many of us find it difficult to remain current with the literature in our own fields of scholarship and research — let alone those of others.

From time to time, however, studies are released which have such fundamental, telling significance that they can properly be described as required reading. Two recent examples qualify, in my view — the Economic Council of Canada's "Good Jobs, Bad Jobs" (1990) and a Statistics Canada discussion paper "Wages and Jobs in the 1980s: Changing Youth Wages and the Declining Middle" (1989).

Considered alone, their complementary, provocative findings provide a disturbing forecast for the future of this country. When their compelling results are considered along with the further reduction of federal commitment to post-secondary education financing, the effect is profoundly sobering. The trends described by the reports, coupled with the federal budget, call our commitment to young women and men into serious question, underscoring a need to revise Canadian post-secondary education policy, nationally and within each province.

In its study, the ECC found that:

Non-standard jobs — part-time, own account self-employment, short term or temporary-help agency — accounted for about half of all new jobs created between 1981-86. Almost 30% of the total Canadian labour force is now employed in these positions.

Growth in non-standard employment is not solely attributable to an increase in the traditional service sector, which has grown annually by 3% since 1967, but is also typical in the goods sector, with had an annual growth rate of merely 0.9%. There appears to be a "long-term trend towards more non-standard employment."

There are pronounced regional patterns to the growth in part-time employment as a factor in total employment growth. Increases have been greatest in: Saskatchewan and Quebec at over 40%; Manitoba, New Brunswick and Nova Scotia, at more than 35%; and followed by Newfoundland and BC above the national average of 30%. Alberta is well below the average at roughly 22%.

Since 1977, wages have lagged behind productivity gains and both the earnings of individuals and families have become polarised.

Polarities in incomes account for the "declining middle". The Canadian trend for incomes to polarise appears to be stronger than in the US, and is greatest in Ontario.

Linking these findings to those reported earlier in the Statistics Canada discussion paper highlights a possible explanation for the growth of income polarity — the last decade's decline in relative wages has been greatest among young labour force participants.

Men and women in the 16-24 and 25-34 age groups have experienced a significant downward shift in wage rates.

While young men have experienced the greatest relative decline, their wage rate decrease seems to be a function of the apparently durable "wage gap" between men and women.

In absolute terms, young women are much more highly concentrated (40%) in the lowest income group in 1986 than young men (26%), but young men have had further to fall — as a function of the wage gap — and have, therefore, fallen further in the income distribution.

The emerging generational, regional and national legacy foreshadowed by these trends is troubling. What is emerg-

ing, perhaps, is the possibility of a generation not just overshadowed but gravely overwhelmed by its predecessor — of a generation which can be described not only as "X" but as having been "X-ed", crippled in its opportunities for fulfillment and expression by the previous generation's heedless self-absorption and misplaced sense of priorities.

As these trends vary regionally to a considerable degree, a potential legacy of greater regional disparities is also foreshadowed. In a country seemingly unable to appreciate rather than deprecate its diversity, the possibility that its citizens — especially its young citizens — will be polarised along income lines is deeply disturbing. "In the present context of large budgetary deficits and mounting public debt — and of pressures to contain public expend-

See "Generation," page 10



Pamela Smith

ment durable entre les hommes et les femmes.

En termes absolus, les jeunes femmes étaient beaucoup plus concentrées (40 %) dans le groupe à faible revenu en 1986 que les jeunes hommes (26 %). Toutefois, en raison de l'écart salarial, les salaires des jeunes hommes avaient une plus longue durée à faire et se retrouvent plus bas, par conséquent, dans la répartition du revenu.

L'héritage naissant annoncé par ces tendances à l'échelle d'une génération, des régions et du pays est troublant. Cela signifie peut-être qu'une génération sera non seulement éclipée mais aussi sérieusement écrasée par ses prédécesseurs; une génération que l'on peut décrire non seulement comme la génération oubliée mais aussi comme la génération sacrifiée, qui voit ses chances de s'épanouir et de s'exprimer paralysées par le nombrilisme éhonté et le sens erroné des priorités de la génération

Voir "génération," à la page 10

## Une génération sacrifiée ou un nouveau partenariat?

L'ère informatique a fait évoluer les choses tellement vite qu'il nous est difficile de demeurer au courant des publications de notre propre domaine d'études ou de recherches, sans parler de celui des autres.

A l'occasion, des études sont cependant publiées dont l'importance est tellement fondamentale et révélatrice qu'elles sont considérées comme des lectures obligatoires. Voici deux exemples qui, selon moi, entrent dans cette catégorie: le rapport du Conseil économique du Canada *L'emploi au futur* (1990) et un document d'étude de Statistique Canada intitulé "Wages and Jobs in the 1980s: Changing Youth Wages and the Declining Middle" (1989).

Leurs conclusions complémentaires et qui donnent à réfléchir, prises isolément, prévoient un avenir troublant pour le pays. Si l'on associe ces résultats implacables aux réductions supplémentaires du financement fédéral au titre de l'enseignement postsecondaire, les conséquences sont profondément sérieuses. Les tendances que décrivent les rapports ajoutées au budget fédéral remettent sérieusement en question notre engagement envers les jeunes femmes et les jeunes hommes, soulignant ainsi le besoin de réviser les politiques canadiennes en matière d'enseignement postsecondaire à l'échelle nationale et

provinciale.

Le CEC conclut dans son étude que:

Les formes de travail «non standard», c'est-à-dire l'emploi à temps partiel, l'emploi autonome pour compte propre, l'emploi dans les entreprises offrant des services de personnel temporaire, l'emploi temporaire, représentent environ la moitié de tous les nouveaux emplois créés entre 1981 et 1986. Presque 30 % de toute la population active du Canada occupe présentement ses emplois.

La croissance des emplois non standard ne peut être attribuée uniquement à l'augmentation des emplois du secteur des services traditionnels, dont le rythme de croissance est de 3 % chaque année depuis 1967. Le phénomène se retrouve aussi dans le secteur des biens dont le taux de croissance annuel est de seulement 0,9 %. Une tendance à long terme vers plus d'emplois non standard semble se dessiner.

Dans les régions, on remarque une tendance marquée de la croissance de l'emploi à temps partiel qui contribue à la croissance totale de l'emploi. Les hausses sont les plus fortes en Saskatchewan et au Québec avec un taux de croissance de plus de 40 %; le Manitoba, le Nouveau-Brunswick et

la Nouvelle-Ecosse suivent, où la croissance est de plus de 35 %; les provinces de Terre-Neuve et de C.-B. se situent au-dessus de la moyenne nationale de 30 %. L'Alberta est bien en deça de la moyenne avec un taux d'environ 22 %.

Depuis 1977, les salaires ont progressé à un rythme plus lent que les gains de productivité. Tant le revenu d'emploi des particuliers que les gains des familles sont polarisés. Le déclin de la classe moyenne est attribuable à la polarisation du revenu d'emploi. La tendance à la polarisation des revenus d'emploi au Canada semble être plus forte qu'aux États-Unis et plus grande en Ontario.

En conjuguant ces données à celles du document de Statistique Canada mentionné précédemment, nous pouvons dégager une explication possible de la croissance de la polarisation du revenu d'emploi à savoir que la baisse relative des salaires au cours de la dernière décennie a été plus marquée chez les travailleuses et travailleurs.

Les femmes et les hommes entre 16 et 24 ans et entre 25 et 34 ans ont fait face à une baisse importante de leurs salaires.

Bien que les salaires des jeunes hommes accusent la plus grande baisse relative, cette baisse semble être fonction de "l'écart salarial" apparem-



## Budget

Continued from page 2

education. They are unconditional transfers. It is up to the provinces to decide how they want to spend that money."

One might presume that the stage is set for another sterile squabble between the federal government and the provinces. There have been many of these; in the last decade much of the banal rhetoric has been presented by the provinces as they responded in constitutional terms to fiscal questions. Not the least of these was the claim of Mr. Bennett's government in British Columbia that when they cut funds to the universities they were cutting the provincial contribution and not the federal one. It would be much more productive if both levels of government would live up to the joint commitment to support the advanced education of the next generation of Canadians.

Mr. Axworthy's challenge to the

minister of finance to keep the transfers ahead of the rate of inflation targets an important issue for the universities. In the next two years the federal government predicts that the national rate of inflation will be somewhat greater than 5%. By freezing the transfer payments the federal government is offloading the responsibility for dealing with the fall in the value of money to another source, whether it is through student fees or the provincial treasury.

Not surprisingly, the three organizations that speak for different elements in the universities of Canada have not welcomed this action by the federal government. As we pointed out in last month's Bulletin, the federal government is the source of 60% of the funds used to support post-secondary education in Canada. Therefore, when the federal government decides to reduce its commitment to the support of post-secondary education, those who are trying to make the system work and those

who are receiving an education view this shifting of responsibility with dismay.

CAUT President, Pamela Smith, noted, "This budget makes a mockery of the federal commitment to young women and men, and to the future of this country." This comment draws attention to the Prime Minister's statement last August that Canada's future lies in our system of education. AUCC President, Claude Lajeunesse, is reported by CP to have echoed this view. He said, "The government has repeatedly said that Canada's ability to compete and prosper in the emerging global economy will depend on the quality of its education system. Yet this budget attacks the very foundation of Canada's university system." Jane Arnold, Chairperson of the CFS feared the effects of the cuts on the quality of education. She stated, "Students across Canada will have no comfort from this budget. The provinces will have to try to make up for the cuts by either eliminating services or increasing tuition

fees. We will probably see fewer courses offered, increased student-professor ratios, and education expenses that students and families will no longer be able to afford. There is little doubt that the quality of education will be undermined."

Arnold's comments about the need for provinces to find funds to make up for the cuts, in one way or another, has been echoed by many commentators and provincial finance ministers.

The budget measures on transfer payments may be another round in the continuing financial scrap between the federal and provincial governments. The universities in general and students in particular will bear the brunt of the inability of the two levels of government to come to some agreement on the appropriate financial arrangements for post-secondary education. The budget certainly shows that there has never been a greater need for this issue to be sorted out.

John Evans

## budget

Suite de la page 2

du gouvernement fédéral. Comme nous l'avons souligné dans le numéro du mois dernier du *Bulletin*, le gouvernement fédéral constitue la source de 60 % des crédits servant au financement de l'enseignement postsecondaire au Canada. Par conséquent, lorsqu'il décide de réduire son engagement à l'égard du financement de l'enseignement postsecondaire, les personnes qui s'efforcent de faire fonctionner le système et celles qui se font instruire, sont contraintes de ce changement de responsabilité.

Selon la présidente de l'ACPU, Mme Pamela Smith, "Avec ce budget, le gouvernement fédéral se moque de son engagement à l'endroit de ces jeunes femmes et de ces jeunes hommes et face à l'avenir du pays." Cette remarque fait référence à la déclaration du premier ministre, en août dernier, selon laquelle

l'avenir du Canada dépend de notre système d'éducation. Le président de l'AUCC, Claude Lajeunesse, a fait écho à ce point de vue d'après la PC. Il a déclaré que le gouvernement avait répété à maintes reprises que la capacité du Canada à être concurrentiel et à prospérer dans une économie globale naissante dépendrait de la qualité de son système d'éducation. Pourtant, selon lui, le budget s'attaque au fondement même du système universitaire canadien. Mme Jane Arnold, présidente de la FCE craint les conséquences des réductions sur la qualité de l'éducation. "Les étudiantes et les étudiants du Canada ne retireront aucun avantage de ce budget. Les provinces auront à remédier aux coupures soit en éliminant des services ou en augmentant les frais de scolarité. Il y aura probablement une diminution des cours offerts, une augmentation du ratio professeur/étudiant et des dépenses liées à une formation scolaire que les étudiant(e)s et leur

famille ne pourront plus défrayer. Il y a peu de doute que la qualité de notre éducation sera sérieusement minée", a-t-elle déclaré.

De nombreux observateurs et ministres des Finances provinciaux ont fait écho aux commentaires de Mme Arnold sur le besoin des provinces de trouver des fonds pour contrebalancer les réductions.

Les mesures budgétaires appliquées aux paiements de transfert représentent peut-être une autre ronde de la bataille financière continue entre les gouvernements fédéral et provinciaux. Les universités en général et les étudiants en particulier devront supporter le poids de l'incapacité des deux paliers de gouvernement à s'entendre sur des dispositions financières appropriées pour l'enseignement postsecondaire. Le budget révèle certes que la nécessité de régler la question n'a jamais été aussi grande.

John Evans

Conséquences des réductions des transferts pour l'enseignement postsecondaire;

1	2	3	4	5	6	7
année	FPE(EPS) par habitant couverture de 2% du facteur de progression	FPE(EPS) par habitant couverture supplé- mentaire de 1% du f. de p.	FPE(EPS) par habitant gel du facteur de progression 90-91 & 91-92	population du Canada (000s)	perte de l'EPS couverture de 1% (2-3)x5 (\$000s)	perte de l'EPS; gel du f. de progression; (3-4)x5 (\$000s)
88-89	207.05	207.05	207.05	25,911.8	0	0
89-90	217.18	217.18	217.18	26,218.5	0	0
90-91	228.69	226.52	217.18	26,460.4	57,466	247,243
91-92	238.25	233.72	217.18	26,754.2	121,136	442,595
92-93	246.34	239.32	222.38	27,045.1	189,824	458,135
93-94	254.68	245.05	277.69	27,333.9	263,761	474,070
94-95	263.98	251.53	233.72	27,620.7	343,937	491,739
total cumulatif					\$976,124	\$2,113,781
grand total cumulatif						\$3,089,504

Les données pour 1990-91 et après sont estimées.

Dans la colonne 4, le facteur de progression est réduit de 3% après le gel.


## Votre premier souffle est le début d'une aventure merveilleuse.



Respirer. Action banale de tous les jours. Nous prenons cette action pour acquise à jamais, cependant chaque année des millions de Canadiens souffrent de troubles respiratoires. Les maladies pulmonaires ne sont pas pour des personnes pré-sélectionnées. Elles peuvent affecter chacun de nous. Durant la semaine: «Des poumons c'est pour la vie», du 3 au 9 octobre, vous pourrez apprendre à prévenir les maladies respiratoires.

Pour plus d'information, contactez votre Association Pulmonaire. Connaître vos poumons vous aidera à mieux respirer.

## Des poumons c'est pour la vie

Votre  Association pulmonaire  
"Le monde du Timbre de Noël"

14 women died  
in Montreal  
December 6, 1989.

97 women died  
in domestic violence  
in 1988 in Canada.

First mourn.  
Then work for change.

Le 6 décembre 1989,  
14 femmes sont mortes  
à Montréal.

En 1988,  
97 femmes sont mortes  
de violence conjugale  
au Canada.

Pleurez-les aujourd'hui.  
Agissez demain.

#### Sponsored by:

Black Women's Collective  
Canadian Auto Workers Union  
Canadian Labour Congress  
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Education Wife Assault  
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Association of Ontario  
Healthcare Migrants  
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National Action Committee  
on the Status of Women  
Ontario Federation of Labour  
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Homes Saskatchewan  
Réseau de femmes, Programme français  
de l'Office national du film du Canada

S.O.S. Femmes  
Studio D, the Women's Studio  
the National Film Board  
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Women's Union  
WPC Canada C

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Alliance de la Région politique du Canada  
Bureau national du Syndicat des Métallurgues  
Collectif des femmes noires  
Comité canadien d'action sur le  
statut de la femme  
Comité des femmes du Syndicat des Métallurgues  
Pro/Holton  
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Confédération des Syndicats canadiens  
Education Wife Assault  
Fédération du travail de l'Ontario  
Institut d'études pédagogiques de l'Ontario,  
Département de recherche en éducation

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de l'Office national du film du Canada  
S.O.S. Femmes  
Studio D, the Women's Studio  
the National Film Board  
Syndicat des femmes du  
travail du Canada  
Union des enseignants de  
l'Ontario  
WPC Canada C

at the employees of the  
film public of Ontario  
the workers of Canada  
and workers of Toronto  
on the status of the female  
topographical Union No. 100  
the Women's Bookstore  
Union of Teachers  
Union des enseignants de  
l'Ontario  
WPC Canada C

Quatrième impression et quatrième édition mars 1990. Imprimé à Montréal, Québec, Canada.



# THE MONTREAL TRAGEDY/ LA TRAGÉDIE DE MONTRÉAL

Que sant mes omies devenues  
Que j'avois de si près tenues  
Et tont aimées?

Ce sant omies que vent emporte  
Et il ventait devant mo porte  
Les emporta

L'omaur, pourtant,  
La grande omaur,  
N'est par marte

(D'après Rutebeuf)

Chère Madame Smith

Le personnel et les étudiants de l'École Polytechnique ont été très sensibles au témoignage de sympathie que vous leur avez fait parvenir à l'occasion des événements tragiques survenus le 6 décembre dernier.

Votre manifestation de solidarité a été pour tous une source de réconfort en ces heures d'épreuve.

En leur nom, je vous adresse nos sincères remerciements ainsi qu'à tous les membres de l'ACPU.

Merci de votre don

Roland Doré

Roland Doré, ing.  
Président

janvier 1990

Le SGPUM est reconnaissant à l'ACPU, et en particulier à sa présidente Mme Pamela Smith, de se voir offrir l'occasion de remercier toutes les associations membres de l'ACPU de leurs témoignages de sympathie suite aux terribles événements survenus à l'École Polytechnique le 6 décembre 1989.

La vie continue. Toutefois il reste comme une blessure qui guérira lente-

ment laissant une cicatrice hideuse.

De toute situation, ressortent sans doute des effets positifs. Dans un monde trop souvent inhumain, la solidarité manifestée devra continuer à croître; elle est le seul baume qui rendra la cicatrice moins sensible.

Monique Michaud  
Présidente

The SGPUM is grateful to CAUT and, especially, to its President Ms. Pamela Smith for the opportunity to publicly thank the member associations of CAUT for their messages of condolence following the awful events which took place at l'École Polytechnique on December 6, 1989.

Although time goes on, there remains a wound which will slowly heal leaving a hideous scar.

After the painful events solidarity was quickly manifested, and this solidarity remains a positive element. In a society too often inhumane, maintaining this solidarity will be the only remedy to reduce the residual sensitivity of the scar.

Monique Michaud  
President

Dear Prime Minister:

The intolerable level of violence against women is a source of shame for all Canadians; we must not accept the situation as irremediable. The murder of fourteen women, killed because they were engineers-in-training, needs to be memorialized by Canadians with positive action. I am writing on behalf of professors at the University of Ottawa to ask you for your fullest support of the two proposals suggested by our national organization, the Canadian Association of University Teachers (see letter of 19 December, 1989 from Pamela J. Smith, President).

These are:

1. The establishment of fourteen scholarships for women in the name of those whose lives were ended on 6 December 1989, to be administered through NSERC.
2. The establishment of a Network of Centres of Excellence in the area of

violence within the family and against women, to be administered through SSHRC but with involvement from researchers in appropriate disciplines covered by the MRC and NSERC as well.

Adopting these two proposals would demonstrate your commitment to the eradication of the patterns of violent behavior that are too much a part of the Canadian way of life.

Yours sincerely,  
Catherine E. Morris,  
Chairperson, Status of Women Committee  
Association of Professors of the University of Ottawa

Monsieur le Président Roland Doré  
Président et Principal  
École Polytechnique  
Monsieur le Président,

Au nom des membres de la TUCFA,

je désire vous communiquer nos condoléances les plus sincères autant que notre sympathie pour les parents, condisciples, amis et professeurs des quatorze jeunes femmes qui ont trouvé la mort à l'École Polytechnique ce 6 décembre dernier. Nos sympathies s'étendent aussi aux treize étudiantes blessées au cours de cette événement.

Cette tragédie complètement insensée a profondément touché tous les universitaires ici à Calgary qui, devant le tentative d'assimiler la portée de ce gaspillage de talent et de vies si pleines de promesse doivent s'avouer sans réponse ni recours.

Au cours des jours à venir et qui seront, nous le savons, si difficiles à passer, nous voudrions que vous puissiez trouver une consolation et un appui à sentir tous vos collègues à l'Université de Calgary unis à votre peine.

Je vous prie de recevoir, Monsieur

le Président, l'expression de mes sentiments les plus sincères.  
Allan R. Cahoon,  
Président de la TUCFA

Pam Smith  
Président, CAUT  
Dear Pam:

At the January 10, 1990 meeting of the URFA Executive Committee, members voted to contribute \$1,000 to the Foundation of Polytechnique. Telegrams of sympathy were sent (in French) to the École Polytechnique immediately following the tragedy.

Additionally, the Executive has acted to initiate educational programs at the University of Regina aimed at countering attitude/actions of violence towards women. A call has gone out to the membership of the Association to participate in a committee which will design and implement such programs. The Administration



will be invited to jointly sponsor these programs. Further, the Public Relations office has been asked to include an article in the next issue of *In Review* on the "primordial" attitudes of violence against women. The Faculty Association has offered to provide some material for that article.

Yours truly,  
Faye Rafter  
Executive Officer  
URFA

M. Roland Doré  
Président et Principal  
École Polytechnique  
Montréal,

Veuillez trouver ci-joint un chèque de 250 \$ que l'association des professeurs à l'université Simon Fraser offre, à titre de contribution à la Fondation de Polytechnique.

Je vous prie de recevoir, Monsieur, l'expression de mes sentiments les meilleurs.

le président,  
Michael Fellman  
SFUFA

President Roland Doré  
École Polytechnique  
Dear President Doré:

On behalf of the members of the Mount Saint Vincent University Faculty Association, please accept the enclosed contribution of \$200.00 to the Fondation de Polytechnique in memory of the women at your institution whose lives were tragically lost on December 6, 1989.

Ours is a faculty consisting mainly of women and a university devoted primarily to the higher education of women. We are of a single mind in our determination to foster the kind of changes that will secure for women, and indeed for all minorities, unchallenged and unconditional equality within society. This must be our mutual goal.

Sincerely yours,  
Barnet Richling,  
President  
MSVU Faculty Association

Dear Prime Minister Mulroney:

Members of the Brandon University Faculty Association were shocked and dismayed by the tragedy that occurred on December 6, 1989, at École Polytechnique which involved the senseless slaying of 14 young women.

In memory of these women, the Canadian Association of University Teachers has suggested there are at least two other measures which would be an appropriate response to the tragedy. CAUT, in their letter to you of December 19, 1989, has suggested "that your government fund a new program of fourteen scholarships for

women in the name of those whose lives were so tragically ended, and that this program be administered by the Natural Sciences and Engineering Research Council. The second proposal is that Social Sciences and Humanities Research Council be granted funding to create a Network of Centres of Excellence in the area of all violence within the family and against women, and that this program be completely multi-disciplinary, and would include those researchers whose work might ordinarily be considered under the mandates of the Medical Research Council or the Natural Sciences and Engineering Research Council."

Proposals such as those made by CAUT may serve to reduce the incidence of senseless atrocities being committed in the future.

BUFA strongly endorses the recommendations of the Canadian Association of University Teachers and we recommend that immediate attention be given to the establishment of such programs.

Yours sincerely,  
Dennis S. Oleson  
BUFA President

Dear Prime Minister,

Attached is a letter from Pamela Smith, President of CAUT which we fully endorse. We urge your government to fund the suggested new scholarship program. We further urge you to provide funding to create a network of multidisciplinary Centres of Excellence in the area of family violence - particularly against women.

By so doing your government can demonstrate its willingness to provide support for the education of women and against violence to women.

Yours truly,  
Norma I. Mickelson  
President  
Faculty Association  
University of Victoria

The Hon. William C. Winegard  
Minister of State  
(Science and Technology)  
Dear Mr. Minister:

I am writing in support of the proposal made by the Canadian Association of University Teachers (CAUT), and endorsed by the Association of Universities and Colleges of Canada (AUCC), to establish NSERC scholarships in the names of les victimes du 6 décembre, and also to have SSHRC funded for a Centre of Excellence in the area of violence against women.

The terrible massacre at the Université de Montréal has to stand as a warning to all of us in our universities of the danger of complacency or indifference.

The suggestion is an excellent one and we hope you will support it.

Sincerely yours,  
Guy Chauvin, Ph.D.  
President  
NSCUFA

Pam Smith  
President, CAUT  
Dear Pam:

Your recent communication providing assistance in submission of letters of condolence to our colleagues at l'École Polytechnique was greatly appreciated.

It was disturbing to hear that there may be some apprehension that the tragedy has not evoked sympathy and concern outside of Quebec. The depth of the shock, outrage and sorrow from the public and the media here is illustrated in the enclosed clippings from the *Calgary Herald* and the *University Gazette*. They might assist you should it be appropriate to attempt to allay those apprehensions.

As well, we will be acting upon your suggestion to forward copies of our letters to the appropriate media people.

Thank you again, Pam, for your timely letter.

Sincerely,  
B. Joan Gaetz  
Associate Executive Secretary  
University of Calgary  
Faculty Association

We are shocked and saddened by the tragedy at your University.

Please accept our heartfelt condolences and convey these also to the families and friends of the students.

Our thoughts are with all members of the Université de Montréal community.

Bill Graham,  
President  
OCUFA

(the above telegram was sent to Mme Michaud, M. Lefebvre, Mr. Doré and M. Clouthier)

The Hon. William C. Winegard, P.C.,  
M.P.  
Minister of State (Science and Technology)

Dear Dr. Winegard:

I believe that you have received a copy of a letter from the President of the Canadian Association of University Teachers, Pamela J. Smith, to the Prime Minister recommending certain actions by the federal government in response to the deaths of fourteen young women at École Polytechnique.

One of the suggested actions is that funding be provided to NSERC in order to establish fourteen scholarships for women. The second is to create an additional Network of Centres of Excellence with special funding provided to SSHRC.

This is to let you know that, should it be decided to provide additional funding for scholarships, NSERC would be pleased to administer funds for this purpose. In particular, we propose that seven special two-year doctoral scholarships be established and that these scholarships be reserved for women who undertake doctoral studies in an engineering discipline. One the program reaches equilibrium there would be fourteen scholarships held at any time. We would propose a higher than normal stipend and freedom for the scholars to hold their awards at any appropriate university, in Canada or abroad. The approximate cost of fourteen scholarships would be \$250,000 per year. I believe that such a program would be a fitting response and that it would fit very well with the other initiative which NSERC is undertaking in order to encourage greater participation by women in science and engineering.

With respect to the second proposal, NSERC would support action to provide special funding to SSHRC for interdisciplinary research in the area of violence within the family and against women. However, I do not believe that the name "Network of Centres of Excellence" should be used in this connection.

Yours sincerely,  
A.W. May  
President  
Natural Sciences and Engineering  
Research Council of Canada

L'honorable Gerry Weiner, C.P.,  
M.P.  
Secrétaire d'État  
Monsieur le Ministre:

Vous avez sans doute reçu une copie de la lettre que madame Pamela Smith envoyait au Premier Ministre du Canada au nom de l'Association canadienne des professeurs d'université (ACPU).

La proposition de l'ACPU comprenait deux volets: la création de quatorze bourses d'étude administrées par le Conseil de recherches en sciences naturelles et en génie (CRSNG) à la mémoire des jeunes femmes assassinées en décembre dernier à l'École Polytechnique; l'établissement d'un réseau de centres d'excellence sur le thème de la violence familiale et de la violence dirigées vers les femmes.

Au nom du Conseil de recherches en sciences humaines, je ne puis que souscrire sans réserve à la proposition de l'ACPU. Les deux objectifs visés par les activités de recherche que l'Association propose, à savoir la compréhension et l'élimination de la violence faite aux femmes d'une part, et d'autre part, la participation accrue des femmes dans les carrières scientifiques, sont d'une importance primordiale pour le Canada. Le CRSNG serait donc prêt à administrer un programme



de centres, ou de réseaux de centres dans le cadre d'un thème stratégique sur la violence familiale et la violence dirigée contre les femmes, si des fonds étaient mis à sa disposition à cette fin. Madame Smith propose, pour cette initiative que gèrerait de CRSH, le modèle récemment adopté des réseaux de centres d'excellence; si le gouvernement décidait de lancer une initiative dans le domaine de la violence, il y aurait lieu d'explorer les mécanismes qui seraient les plus à même de stimuler un effort de recherche dans ce domaine.

Je suis à votre entière disposition pour discuter avec vous ou celui ou celle de vos collègues que désignera le Premier Ministre de cette fort intéressante et stimulante proposition de l'ACPU.

Veuille agréer, monsieur le Ministre, l'assurance de ma considération distinguée.

Paule Leduc,  
présidente, CRSHC

The Hon. William Winegard  
Minister of State, (Science and Technology)

Dear Mr. Minister:

The recent tragic events at École Polytechnique shocked all Canadians. Today, the family and friends of the fourteen victims must cope with their grief and try to accept the consequences of this terrible tragedy. It would be appropriate for the Government of Canada to commemorate the passing of these young women so that their deaths, far from being in vain, can contribute to the eradication of violence in society in general and against women in particular.

The Association of University and Colleges of Canada is pleased to support the two suggestions presented by the Canadian Association of University Teachers to the Prime Minister. The first calls for NSERC to receive new funding to create a programme of fourteen scholarships named for the victims; the second proposes new funding for SSHRC to establish a "network of centres of excellence" in the area of violence within the family and against women.

Fourteen new scholarships at NSERC is an excellent idea. We believe they should be doctoral-level scholarship for women in engineering. The award should be tenable for a two-year period. NSERC would obviously require additional funding for this purpose and AUCC believes this would be an excellent investment by the Government of Canada.

A network of centres of excellence supported by SSHRC is equally commendable. Such a network is much needed in our modern society. It would focus attention on an area of increasing concern to all Canadians and allow academics to conduct research and to advise society on violence in the fami-

ly and against women.

I thank you in advance for the special attention you will grant this matter.

Sincerely,  
Claude Lajeunesse  
President, AUCC

Dear Prime Minister,

Dr. Pamela Smith, President of the Canadian Association of University Teachers, wrote to you on December 19th 1989 urging you to establish a series of scholarships at the National Sciences and Engineering Research Council of Canada in memory of the fourteen women who were massacred at the École Polytechnique in Montreal on December 6th, and also to create a network of Centres of Excellence in the subject of violence within the family and against women.

At the same time, Dr. Smith wrote to the Canadian Federation for the Humanities asking that its Board of directors endorse these proposals.

At its meeting of February 2nd, the Federation's Board passed the following motions:

1. "That the Canadian Federation for the Humanities would support the naming of the next 14 scholarships that become available in engineering for the victims of the 6 December 1989 tragedy at the École Polytechnique; this would be contingent upon the consent of the families of the victims"
2. "That the Canadian Federation for the Humanities supports in principle the establishment of a new theme for strategic research under the Social Sciences and Humanities Research Council of Canada, funded by new money, in the area of all violence within the family and

against women; the Federation is prepared to provide advice and counsel to this end."

We urge upon you this constructive action in response to a tragedy that has shaken us all.

Yours sincerely,  
Thomas M. Robinson  
President, CFH

Ms. Pamela J. Smith  
President, CAUT  
Dear Ms. Smith,

Thank you for sending me a copy of your letter to Rt. Hon. Brian Mulroney regarding the École Polytechnique murders in December.

Your suggestion for new funding programs for research into violence against women are great. We must encourage and develop programs that will bring about positive change in both attitudes and legislation regarding violence against women.

Thank you, again.

Sincerely,  
Mary Clancy, M.P.

Pamela J. Smith  
President, CAUT  
Dear Ms. Smith,

Thank you for your letter regarding the tragedy in Montreal last December.

Like all Canadian, I too was shocked and dismayed at the events which occurred at École Polytechnique on December 6, 1989. I was truly saddened that such an heinous crime could occur in Canada. However, when the initial horror of such an act has passed, we must immediately concentrate our efforts on ensuring that a more positive future for our citizens is

possible.

I think that a government funded scholarship program in honour of the fourteen women who were killed in Montreal is an excellent suggestion. Not only would the scholarships serve to provide education for a new generation of Canadians, they would also ensure that we never forget the promising young women who were taken from us all that fateful afternoon.

I also support your second proposal for a government funded Network of Centres of Excellence in the area of all violence in the family and against women. Perhaps these centres would ensure that Canadians would never again be forced to endure the tragedy of École Polytechnique.

Thank you once again for your letter. It is a pleasure to hear of the truly worthwhile endeavours of your organization.

Sincerely,  
Rey D. Pagtakhan, M.P.  
(The Liberal Associate Critic for Science & Technology)  
President Roland Doré  
President and Principal  
École Polytechnique

Dear President Doré:

Enclosed please find a cheque in the amount of \$300, which is offered on behalf of the members of the Brandon University Faculty Association as a contribution to the Foundation de Polytechnique.

This is a small token of BUFA's deep regret over the tragedy on December 6, 1989, at your institution.

Yours sincerely,  
Dennis S. Oleson  
BUFA President

## Posters and Petition

The tragedy in Montreal has produced a number of reactions. Two of these, the two posters, are reprinted in this edition of the Bulletin. The poster with the flowers is available from NAC, 344 Bloor St. W., Suite 505, Toronto, M5S 3A7, (416)922-3246. The other poster, in which the image is made from lines of bullets, is available from Assoc. des étudiants de l'École polytechnique de Montréal, Case postale 6079, Succursale A, Montréal, QC, H3C 3A7.

A petition is also being circulated with the following text:

The undersigned call upon the authorities for the immediate enactment of laws forbidding anyone in Canadian territory from having in their possession any military or para-military weapon, with the exception of members of the Armed Forces and Law Enforcement Officers for the purpose of their duties.

Copies of the petition are available from:  
Comité canadien pour le contrôle des armes  
C.P. 6079, Succursale A  
Montréal (Québec) H3C 3A7

## Des affiches et une pétition

Des affiches et une pétition

La tragédie survenue à Montréal a provoqué de nombreuses réactions. Deux initiatives sont reproduites dans le présent numéro du Bulletin. L'affiche avec des fleurs est disponible auprès de la NAC, 344, rue Bloor ouest, bureau 505, Toronto, M5S 3A7, (416) 922-3246. On peut se procurer l'autre affiche, illustrée par des lignes de balles, auprès de l'Association des étudiants de l'École polytechnique de Montréal, Case postale 6079, Succursale A, Montréal, QC, H3C 3A7.

Il y a aussi une pétition qui circule rédigée de la façon suivante:

Les personnes soussignées demandent aux autorités compétentes de légiférer maintenant de façon à interdire à quiconque, en territoire canadien, de détenir une arme militaire ou paramilitaire, à l'exclusion des membres des forces armées et des agents de la paix dans l'exercice de leurs fonctions.

On peut obtenir des exemplaires de la pétition au:  
Comité canadien pour le contrôle des armes  
C.P. 6079, Succursale A  
Montréal (Québec) H3C 3A7





**Plus jamais      Never Again**



## Revised call for Nominations to CAUT Status of Women Committee

### Preamble

At its meeting of February 10-11, 1990, CAUT Council declared its "decision to dissolve the existing Status of Women Committee at the time of the May 1990 Council meeting and to immediately constitute a new Committee with revised terms of reference." Further, Council elected a Special Advisory Committee of three persons to "receive all nominations for positions on the reconstituted Status of Women Committee and to make recommendations with respect to the election of members and of the Chair of the Committee." Additionally, Council decided that "the nomination deadline for candidates for the Status of Women Committee be extended to April 15, 1990." In accordance with these decisions and in order to ensure an orderly transition at the May 1990 Council meeting, a renewed and revised call for nominations to the Status of Women Committee is now being issued.

### Call for Nominations

Nominations are now being actively sought for election to positions on the CAUT Status of Women Committee. Nominations are now being actively sought for election to the position of the Person Chairing the CAUT Status of Women Committee.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May, 1990.

### Nomination Procedure

Nominations should be sent to:

Professor Peter R. King  
Person Chairing  
Elections and Resolutions Committee  
CAUT  
Suite 308  
294 Albert Street  
Ottawa, Ontario  
K1P 6E6

### They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT).

### Nomination deadline

The deadline for all nominations both for Committee positions and for the Person Chairing is April 15, 1990.

### Description of Positions

The current terms of reference of the Status of Women Committee which are, as indicated above, under review, state that all the members and the Person Chairing "have experience in areas of concern to women academics."

## Appel de candidatures révisé pour le Comité du statut de la femme

### Préambule

Lors de son assemblée des 10 et 11 février 1990, le Conseil de l'ACPU a déclaré qu'il avait "décidé de dissoudre le Comité du statut de la femme actuel à l'assemblée de mai 1990 du Conseil et de former aussitôt un nouveau comité doté d'un mandat révisé". Le Conseil a de plus élu un comité consultatif spécial de trois personnes chargé "de recevoir toutes les candidatures aux postes du Comité du statut de la femme reconstitué et d'émettre des recommandations quant à l'élection des membres et de la présidente du comité". En outre, le Conseil a décidé "de prolonger au 15 avril 1990 la date limite des mises en candidature au Comité du statut de la femme". Conformément à ces décisions et pour assurer une transition ordonnée à l'assemblée de mai 1990 du Conseil, l'ACPU sollicite maintenant un appel de candidatures renouvelé et révisé pour le Comité du statut de la femme.

### Sollicitation de candidatures

Nous sollicitons activement des candidatures à des postes électifs du Comité du statut de la femme de l'ACPU. Nous sollicitons activement des candidatures à la présidence du Comité du statut de la femme de l'ACPU, qui est un poste électif.

Pour que l'ACPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui se tiendra à Ottawa en mai 1990.

### Méthode de mise en candidature

Il faut envoyer les candidatures à:

M. Peter R. King  
Président  
Comité des élections et résolutions  
ACPU  
Bureau 308  
294, rue Albert  
Ottawa (Ontario)  
K1P 6E6

Les pièces suivantes doivent accompagner les mises en candidature:

- Une lettre de mise en candidature.
- Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues.
- L'accord du(de la) candidat(e) de siéger s'il (ou si elle) est élu(e).
- Le formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPU, disponible auprès des associations de professeurs ou de l'ACPU.

### Date limite des mises en candidature

La date limite de toutes les mises en candidature aux postes du comité et à la présidence est le 15 avril 1990.

### Description des postes

Le mandat actuel du Comité du statut de la femme qui est en révision, comme on l'a précisé précédemment, stipule que tous les membres et la présidente "doivent avoir de l'expérience dans les domaines qui intéressent les femmes universitaires".

## Generation

### Continued from page 3

ditures - it is troubling to consider that the transfer system could be facing an added redistributive challenge because of growing disparity in incomes from work." (ECC, 1990: p15)

These are some of the reasons that the federal budget announcement with respect to EPF is so wrong-headed. Deficits and debts currently plaguing governments are not the handiwork of Generation X, and reducing the burden of these should not be at the expense of that generation. Development and renewal of the Canadian economy is a by-product of the work of universities.

Limiting the funding for universities, one of the few avenues available to young women and men to participate more fully in the "good jobs" sector and to redress inequity, will require the generation which has not been involved in creating the deficit to fund its elimination, adding generational insult to injury. Pushing back the costs of university financing on provinces least able to bear them will only exaggerate overheated centrifugal patterns and

regional tensions already at work in Canada. If support for women and men of native ancestry which assists their access to post-secondary education is limited, this will add to their sense of alienation from a society which historically has done too much to contribute to it, and too little to redress it.

The future of this country truly lies in our preparedness to invest in the future of its young citizens. We must urgently move beyond rhetoric about the fiscal legacy we are prepared to pass to coming generations. Our policies must be scrutinised. Through our own actions, we must show how fully we appreciate that the future of Generation X is our own. If we cower before those who evade their tax and other responsibilities and choose not to ensure that universities are funded properly, the legacy we leave will be infinitely more impoverished than that imagined by Mr. Wilson.

Pamela Smith

## Génération

Suite de la page 3  
précédente.

Etant donné que ces tendances varient considérablement d'une région à l'autre, on prévoit aussi hériter éventuellement de plus grandes disparités régionales. Dans un pays apparemment incapable, d'apprécier sa diversité au lieu de la désapprouver, il est profondément troublant de constater la possibilité que ses citoyens, en particulier ses jeunes citoyens, soient polarisés pour des raisons salariales. «Dans le contexte actuel, marqué par un déficit budgétaire important, une dette publique croissante et des pressions en vue de limiter les dépenses publiques, il est préoccupant de constater que le système de transferts pourrait se voir imposer un fardeau de redistribution plus lourd en raison des disparités croissantes observées dans le revenu d'emploi.» (CEC, 1990: p. 17)

Voilà quelques unes des raisons expliquant pourquoi l'annonce des réductions du FPE dans le budget fédéral traduit une attitude aussi entêtée. Les déficits et les dettes qui harcèlent actuellement les gouvernements ne sont pas l'oeuvre de la génération oubliée et la réduction du fardeau des premiers ne doit pas se faire au détriment de la

seconde. L'essor et le renouvellement de l'économie canadienne sont un dérivé du travail des universités.

Si l'on limite le financement des universités, lesquelles constituent l'une des rares avenues s'offrant aux jeunes femmes et jeunes hommes pour qu'ils participent pleinement au secteur des «bons emplois» et visant à corriger les inégalités, l'on obligera cette génération, qui est étrangère à la création du déficit, à contribuer financièrement à son élimination. Ce serait ajouter l'insulte à l'injure pour cette génération. Jeter sur les épaules des provinces les moins capables de l'assumer le coût du financement des universités ne fera qu'exagérer les forces centrifuges surchauffées et les tensions régionales existantes au Canada. Si l'aide financière réservée aux femmes et aux hommes d'origine autochtone pour qu'ils accèdent aux études postsecondaires est restreinte, cela s'ajoutera à leur sentiment d'aliénation imputable à une société qui, historiquement, y a généreusement contribué mais qui n'a pas fait grand chose pour

Voir "génération," à la page 17



# CAUT Celebrates Awards

At the commencement of Council in February CAUT presented three awards. Its most prestigious award - the Milner award - was presented to Dr. Vic Sim for his services to the cause of academic freedom in Canada. Barbara Ann Sherwood-Lollar was presented with a diploma to signify the awarding of the J.H. Stewart Reid fellowship. And Howard McCurdy, MP for Windsor Lake - St. Clair, was recognised for his long service to CAUT. Sometime academic and a former president of CAUT, more recently a member of parliament with a considerable record of work for post-secondary education and research, Mr. McCurdy has just stepped down from the awards committee that does all the work of evaluating the applicants for the Stewart Reid fellowship.

As part of the evenings celebration Jon Thompson, a former chair of the AF&T committee, spoke and presented the award to Dr. Sim. His speech and the reply of Vic Sim are reproduced here.

Mr. McCurdy introduced the recipient of the J.H. Stewart Reid fellowship. In his remarks he pointed out that those who are part of the final group in the selection procedure are outstanding scholars and perhaps it was time for the Association to consider making the amount of the fellowship commensurate both with the quality of the applicants and the fellowship's importance as the only fellowship awarded by CAUT. Ms Sherwood-Lollar expressed her gratitude to the Association for the fellowship and emphasised how important it was that the award from academics encouraged young scholars.

Don Savage, CAUT's Executive Secretary, presented the award to Howard McCurdy and thanked him on behalf of the Association for his long service.

## Milner Memorial Award 1990

President Smith, Friends, Colleagues:

I am honored to have this opportunity to speak on the occasion of the presentation of the Milner Memorial Award to my friend and colleague Vic Sim. Two decades have passed since Jim Milner's untimely death, which occurred in the course of an Academic Freedom and Tenure Committee mission. Some of us here who are middle-aged were still students when Jim Milner became Chair of the AF&T Committee. The only thing I knew about faculty associations in the mid-1960's was that my thesis advisor George Duff was president of the Toronto association; this was Jim Milner's association, as I learned more recently. So, I thought I would begin by reviewing some of the background to this evening's event.

The related concepts of academic freedom and university autonomy go back a long way, and their meaning has evolved. Three hundred years ago a group of Cambridge academics, one of whom was Isaac Newton, courageously protested the infringement by King James II of their institutional rights. Macaulay's description of Newton as, "the steady friend of civil liberty and of the Protestant religion,"<sup>1</sup> suggests that 17th century policy statements may have differed from ours. Everything is relative, however, as Newton's successor Einstein insisted. It may be argued, on a formal level at least, that our current emphasis on citizenship, or approximate citizenship, is no less arbitrary than the earlier emphasis on religion. Let me say only, without justification, that while not a member of the Anglican Church, I am an adherent to the CAUT Policy

Statement on Canadianization.

CAUT and the Canadian academic community have evolved, very rapidly over the past 3 decades. During most of the 1950's, the first decade of CAUT's existence, the idea that there should be policies and procedures on academic freedom was rejected by the majority in CAUT.<sup>2</sup> After all, having such policies might lead to demands that CAUT act upon them to secure due process for trouble-makers, thereby jeopardizing the main agenda, decent salaries and benefits. This attitude was not universal; the academic community included such leaders in the development of modern Canadian democracy and users of academic freedom as Frank Scott and Frank Underhill. The situation in the United States then was quite different. The AAUP had been occupied with academic freedom from its beginning in 1914 and had had a policy statement and investigational procedures in place for some time. However, in the 1950's it was considered unpatriotic to enforce them.<sup>3, 4</sup>

All this changed abruptly in Canada with the dismissal of Harry Crowe from his post in History at United College (now the University of Winnipeg) for insubordination. It was a mild form of insubordination by the standards of the 1960's and later, but even today we can identify with its impetus. Crowe had questioned the judgment of the President and the Board. United College had received a special government grant to raise faculty salaries, but much of the money was spent on scraping the ivy off the walls to give the college a "modern" look. When Crowe refused to disappear quietly, as decorum would have dictated, and these events became widely known, the strategy of the cautious majority in CAUT was fatally exposed. Colleagues at Queen's urged CAUT to take up the matter. This call resulted in the establishment of an investigational committee consisting of Vernon Fowke (Chair) of Saskatchewan and Bora Laskin of Toronto. Fowke and Laskin adapted the existing AAUP policy and procedures to their purpose. Their 1958 report on the Crowe case galvanized CAUT, generated publicity and prestige for the organization and set it on a course of activism from which it has seldom deviated.<sup>5, 6</sup>

Over the next three decades CAUT progressed significantly beyond the

American model which inspired it, both in strength of policy statements and in effectiveness in bringing about fair resolution of disputes. Jim Milner, a Professor of Law at Toronto, was an early leader in this movement. He was a member of the AF&T Committee throughout the 1960's and the second person to chair it. He became the Chair of AF&T at a time of instability in Canadian universities. Paternalistic administrative structures were cracking, sometimes breaking, under the strain of rapid expansion and the radicalism of the day. Many complex disputes broke out across the country, often intensified by adverse publicity, occasionally even court injunctions. Milner was noted for his strength of character, rationality, fairness and energy. His leadership inspired many others to share the burden. The tributes to Jim Milner, written at the time of his death in 1969 by his friends Bora Laskin and Percy Smith, convey some of the impact of his personal integrity and style, which did much to make CAUT interventions both accepted and effective from his time onward.<sup>7</sup> We owe to him also our now characteristic emphasis on due process, including the right to arbitration in serious disputes. Although it involved the labours of thousands of colleagues over the past two decades, the widespread establishment of these rights in Canada is, in a sense, the legacy of Jim Milner.

Many other people have made significant contributions to the work of CAUT. The recipients of the Milner Award are prominent among these.

Bora Laskin, the first recipient of the Award (1971) was a Professor of Law at Toronto and later Chief Justice of the Supreme Court of Canada. He made a number of contributions to the cause of academic freedom. I will mention only two: his work on the Crowe case; and later while President of CAUT, his successful lobbying of Prime Minister Pearson. This resulted in the Pearson-Laskin agreement to the effect that universities would no longer be the subject of general surveillance operations by security intelligence agencies.

Percy Smith, the second recipient (1973), was a Professor of English at Saskatchewan, active in faculty association affairs locally and nationally in the 1950's. He was the second Executive Secretary (1964-69) of CAUT, the suc-



Mr. McCurdy congratulates Mrs. Sherwood-Lollar.

cessor to Stuart Reid. Smith was an eloquent spokesperson for academic freedom and higher education generally. He completed the task, begun by Reid, of transforming CAUT from an informal organization into a smoothly functioning, highly professional one, able to exert influence on a range of issues.

Harry Crowe was the third recipient (1973). By his personal courage in resisting an arbitrary and unfair dismissal Crowe had, in the words of Laskin, "compelled the CAUT to emphasize the connection between academic freedom and tenure."<sup>8</sup> Crowe was noted also for having retained his principles regarding fairness and academic freedom in a later career as an administrator.

Archie Malloch, the fourth recipient (1979), was a Professor of English at McGill. He chaired the AF&T Committee for 4 years (1970-74) during a period of intense activity for the Committee and had much to do with establishing the basic pattern of operation which is still in use today. His stature in the Canadian academic community is such that the has been regularly called upon for assistance in the most difficult problems encountered by CAUT and its members over the subsequent sixteen years.

Jim Foulks, the fifth recipient (1985) was a Professor Pharmacology at UBC. He chaired the AF&T Committee for 3 years (1978-1980), ably continuing the



Jon Thompson introducing the Milner Award.



# Vic Sim's Acceptance

Madame President,  
Members of Council:

I would like to thank Jon Thompson and Alan Andrews very much for their remarks. I didn't expect to address Council again after the opportunity afforded me at the time of my retirement almost two years ago.

Let me say how pleased I am to receive the Milner Award. I know of the important contribution of those who have received the Award in the past. I hope you won't think it false modesty if I say that their contribution to Academic Freedom was greater than my own. I am honored to be included among them. I thank you all very much.

Working with the Academic Freedom and Tenure Committee, without any doubt at all, gave me the most satisfaction of any activity in my working life. But there was more than satisfaction. There was excitement. In fact, when I think of some of the exchanges Jon Thompson and I had with university administrators I realize that, at times, working with the Committee rivalled in excitement travelling and working in Arctic Canada. I did this for many years in what I think of as life before CAUT. There were many tense moments in both activities.

The satisfaction of working with the AF&T Committee came, I think, partly from knowing that the Committee is

vitaly important. It is important both to individual faculty members and to the academic community generally. Indeed, the mandate of the Committee continues to be at the heart of the effort by CAUT to ensure that the university system in Canada is one in which we can all take pride.

Threats to Academic Freedom appear in new guises from year to year. I won't try to suggest tonight from which direction threats will arise in the immediate future. I am sure, however, that the AF&T Committee will be needed for many years to come. CAUT, I know, will continue to be vigilant. I am confident you feel, as I do, that the committee should be maintained as the focus of that vigilance.

Those of you who are responsible for grievances in your own universities understand that my feeling of satisfaction in being able to support the work of the AF&T Committee for so many years did not come from frequent, clear-cut victories in arguing the many cases which came before the Committee. Far from it. The reward had to come largely from knowing that the Committee was doing the right thing in acting on behalf of our colleagues. There was often only limited success in particular cases. We could not always persuade a university administration that a faculty member should be provided with redress

in some form. We were, more frequently, able only to ensure that procedures were changed so that the same injustice would not happen again in quite the same way. After all, as you all know, academic administrators are nothing if not ingenious.

I know the satisfaction came also, for me, from knowing that the Committee was, slowly but surely, persuading university administrations and our own members to use fair and equitable methods for making the decisions which affect faculty members individually and collectively. In fact, the AF&T Committee has had, in the broadest sense, an educational function. I often had the feeling I was teaching again when I drafted letters to university administrators on behalf of the Committee. They frequently have an instructional tone.

I think the sense of accomplishment that I feel about the work of the AF&T Committee is shared by the other members with whom I worked over the years. You all serve on many committees. You know they can often be boring and frustrating. Many times during those years I heard one or other of my colleagues say that their work on the AF&T Committee gave them a greater feeling of usefulness than they received from most other committees on which they served. It was marvellous to have



Dr. Vic Sim

that sense of accomplishment. It was due largely, of course, to the conscientiousness, thoroughness and compassion which the elected chairpersons and members brought to the Committee.

Much of the credit for whatever credibility the AF&T Committee has been able to accumulate over the years belongs, I think, properly to CAUT Councils past. It is, after all, Council which carefully examines, amends and passes the policy statements which guide the work of the AF&T and of the other CAUT committees.

It is significant, I think, that in many

## Vic Sim s'adresse au conseil

Madame la présidente,  
Membres du Conseil:

J'aimerais beaucoup remercier Jon Thompson et Alan Andrews pour les commentaires qu'ils ont faits. Je ne m'attendais pas à m'adresser une autre fois au Conseil après avoir eu la chance de le faire il y a presque deux ans, au moment de ma retraite.

Permettez-moi de vous dire combien je suis heureux de recevoir le prix Milner. Je connais l'importance de l'apport des personnes qui ont reçu le prix avant moi. J'espère que vous ne considérerez pas cela comme de la fausse modestie de ma part si j'affirme que leur apport à la liberté universitaire est plus grand que le mien. Je suis honoré de faire partie de leur groupe. Je vous remercie tous énormément.

Sans l'ombre d'un doute, ma collaboration avec le Comité de la liberté universitaire et de la permanence de l'emploi m'a apporté une plus grande satisfaction que toute autre activité de ma vie active. Mais il y a eu plus que de la satisfaction. Il y a eu aussi de l'excitation. En fait, lorsque je songe aux échanges que nous avons eus Jon Thompson et moi avec les administrateurs universitaires, je me rends compte que, parfois, le travail avec le comité était aussi excitant que les voyages et le travail dans l'Arctique canadien. C'est ce que j'ai fait pendant de nombreuses années et ce que je me rappelle comme ma vie avant l'ACPU.

Les deux activités m'ont procuré de nombreux moments de tension.

La satisfaction de travailler avec le comité est venue, je pense, en partie parce que je savais que le comité était d'une importance capitale, tant pour les professeurs que pour la collectivité universitaire en général. De fait, le mandat du comité continue d'être au centre des efforts de l'ACPU qui veille à ce que nous puissions être fiers du système universitaire canadien.

D'année en année, les menaces à la liberté universitaire prennent de nouvelles formes. Je n'essaierai pas ce soir de suggérer d'où émaneront les menaces dans un avenir immédiat. Je suis convaincu, toutefois, que nous aurons besoin du CLUPE pendant de nombreuses années encore. Je sais que l'ACPU continuera de faire preuve de vigilance. Je suis persuadé que vous pensez comme moi que le comité devrait être encore le point de mire de cette vigilance.

Ceux et celles d'entre vous qui sont responsables des griefs dans votre université comprennent que mon sentiment de satisfaction, qui m'a permis d'appuyer le travail du comité pendant tant d'années, n'est pas né à la suite de victoires fréquentes et éclatantes pour les nombreuses causes soumises au comité. Loin de là. Il est né dans une large mesure parce que je savais que le comité faisait bien d'agir au nom de nos collègues. Pour des causes particulières, la

réussite n'était que limitée. Nous ne pouvions pas toujours persuader l'administration d'une université de corriger de quelque façon que ce soit les torts causés à un professeur ou à une professeure. Le plus souvent, nous pouvions seulement nous assurer que les procédures étaient modifiées de sorte que la même injustice ne se reproduise pas tout à fait de la même façon. Après tout, comme vous le savez tous, les administrateurs universitaires sont ingénieux avant tout.

Je sais que la satisfaction est aussi née, pour moi, du fait que je me rendais compte que le comité, lentement mais sûrement, était en train de convaincre les administrations des universités et nos propres membres d'utiliser des méthodes justes et équitables pour rendre des décisions touchant des professeurs. En fait, le comité a eu, dans le sens le plus large, une fonction pédagogique. Quand je rédigeais des lettres pour les administrateurs d'université au nom du comité, j'ai souvent senti que j'enseignais encore. Bien souvent, le ton de ces lettres en est un d'enseignement.

Je pense que d'autres membres avec qui j'ai collaboré au cours des ans ressentent comme moi le sentiment d'accomplissement à propos du travail du comité. Vous avez tous siégé à de nombreux comités. Vous savez très bien qu'ils peuvent souvent être ennuyeux et frustrants. Pendant toutes ces années,

j'ai entendu à maintes reprises l'un ou l'autre de mes collègues dire que son travail au sein du comité lui donnait un plus grand sentiment d'utilité qu'au sein d'autres comités auxquels il siégeait. C'était merveilleux de ressentir ce sentiment d'accomplissement. C'était en grande partie attribuable, évidemment, au travail consciencieux et rigoureux ainsi qu'à la compassion des présidents élus et des membres du comité.

Une bonne partie du mérite pour la crédibilité que le comité a pu accumuler au cours des ans revient à juste titre, je pense, aux anciens Conseils de l'ACPU. Après tout, c'est le Conseil qui étudie attentivement, modifie et adopte les énoncés de principes qui orientent le travail du comité et des autres comités de l'ACPU.

Il est important de souligner, je pense, que lors de nombreuses conversations, discussions, négociations et disputes avec des administrateurs d'université au fil des ans, peu d'entre eux ont laissé supposer que les principes et les procédures des lignes directrices de l'ACPU étaient inexacts et inutiles. Ils prétendaient plutôt que le comité avait mal compris les faits d'une affaire ou que des circonstances particulières avaient rendu difficile l'application des principes de l'ACPU qui étaient autrement admirables. Je me souviens d'une occasion entre autres où la rectrice d'une université avait insinué qu'il était parfaitement approprié d'entendre l'appel d'une



## Sim

Continued from page 12

conversations, discussions, negotiations and arguments with university administrators over the years few suggested that the principles and procedures in the CAUT Guidelines are wrong or unnecessary. Rather, they usually argued that the Committee had misunderstood the facts of a case of that the special circumstances had made it difficult to apply the otherwise admirable CAUT principles. I recall only one occasion when a university president suggested that it was perfectly appropriate to hear the appeal in a case in which that particular president had made the decision to deny tenure in the first place. The Provincial Court, not surprisingly, felt otherwise.

The Courts have generally agreed that CAUT policies are consistent with the basic principles of fairness and natural justice. This has given CAUT and the AF&T Committee an importance advantage. In fact, the history of Academic Freedom and Tenure in Canada in the last 30 years might have been very different if CAUT Councils had not had the foresight to develop the policy statements and guidelines which have become the standard against which university terms and conditions for appointment in Canada are measured.

Its structure and mandate made it difficult for the Association of Universities and Colleges in Canada to develop guidelines parallel to those developed by CAUT. This was fortunate. I can well

imagine how much more difficult and time-consuming it would have been to discuss AF&T cases with university administrators if it had been necessary also to debate the relative merits of conflicting policies.

Councils past also have my thanks for appointing so many truly outstanding persons to chair the AF&T Committee. They are all people of uncommon integrity. They became friends as well as colleagues, I thank them all for making my work as secretary of the Committee so rewarding. I would like to pay special tribute to Don Savage for his friendship and guidance in AF&T matters and in so many other CAUT activities over the years.

In his annual report to Council in the spring of 1974, after I had joined CAUT, I was somewhat taken aback when Archie Malloch, who was then Chair, suggested that I had contributed to the "sinister" tradition of the AF&T Committee. I was relieved to learn, however, that he was referring only to the fact that, up to that time, many of the chairs and some of the CAUT Executive Secretaries had been left-handed, as I am. It would be hard to imagine a less "sinister" body, in the conspiratorial sense, that the AF&T Committee. What it accomplishes is there for all to see. It was a privilege to be associated with it.

Finally, I thank my wife, Merilyn, for the important part she played in making this evening possible. We both thank

you all again for this very great honour.  
Vic Sim

## Sim

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cause dans laquelle la rectrice en question avait décidé de refuser la permanence en premier lieu. Il n'est pas surprenant que la cour provinciale ait déclaré le contraire.

Les tribunaux ont souvent affirmé que les politiques de l'ACPU étaient conformes aux principes de base de l'équité et de la justice naturelle, ce qui a donné à l'ACPU et au CLUPE un avantage important. De fait, l'histoire de la liberté universitaire et de la permanence au Canada depuis les trente dernières années aurait pu être différente si les Conseils de l'ACPU n'avaient pas eu la prévoyance d'élaborer des énoncés de principes et des lignes directrices qui sont devenues la norme servant à évaluer les modalités et les conditions des nominations dans les universités canadiennes.

A cause de sa structure et de son mandat, il était difficile pour l'Association des universités et collèges du Canada d'élaborer des lignes directrices parallèles à celles de l'ACPU. Il est heureux qu'il en soit ainsi. Je peux très bien imaginer à quel point il aurait été plus difficile et inefficace de discuter de causes sur la liberté universitaire et la permanence avec des administrateurs universitaires s'il avait fallu débattre aussi les mérites relatifs de politiques contradictoires.

Je dois aussi remercier les anciens Conseils d'avoir nommé autant de personnes remarquables et sincères à la présidence du CLUPE. Ce sont toutes des personnes d'une intégrité hors du commun. Elles sont devenues mes amies ainsi que des collègues. Je les remercie toutes d'avoir permis que mon travail à titre de secrétaire fût aussi rémunérateur. J'aimerais rendre un hommage spécial à Don Savage pour son amitié et ses conseils dans des affaires relatives à la liberté universitaire et à la permanence et dans tant d'autres activités de l'ACPU au fil des années.

Dans son rapport annuel soumis au Conseil, au printemps de 1974, après que j'eus joint les rangs de l'ACPU, j'ai été quelque peu déconcerté lorsque Archie Malloch, alors président, a laissé entendre que j'avais contribué à la "sinistre" tradition du comité. J'ai été soulagé d'apprendre, cependant, qu'il faisait seulement référence au fait que, jusque là, de nombreux présidents et quelques secrétaires généraux de l'ACPU avaient été des gauchers comme moi. Ce serait difficile d'imaginer un comité moins "sinistre", dans le sens de la conspiration, que celui de la liberté universitaire et de la permanence de l'emploi. Ces réalisations sont tangibles. Ce fut un privilège d'y être associé.

Enfin, je remercie mon épouse, Merilyn, pour le rôle important qu'elle a joué afin que cette soirée soit possible. Nous vous remercions tous de ce très grand honneur.

Vic Sim

## Milner

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tradition of Milner and Malloch. He was subsequently President of CAUT.

Vic Sim, more formally Victor Wallace Sim, was born in Scotland. He was educated in Canada and worked for a decade as a geographer of the High Arctic with the federal government before deciding on an academic career. Vic received a Ph.D. in Geography from McGill. He then taught for a decade at the University of Western Ontario, including 3 years as Chair of his department. In 1973 he joined CAUT as Associate Executive Secretary and remained with CAUT until retirement two years ago. Throughout most of this period one of his major responsibilities was Secretary of the AF&T Committee, although he ably performed in other capacities including Acting Executive Secretary.

During this period CAUT underwent major changes of function, broadening its scope to keep abreast, and often ahead of the times. The sources of unfairness and grievances became more diversified as universities became more complex and more democratic. Collective bargaining, political lobbying and promotion of employment equity became major activities. These activities have multiple purposes, but a significant common purpose is defence of academic freedom. As a consequence, Vic and his senior staff colleagues had not only to develop new skills continually, but had also to teach them to other staff and volunteers. The fact that so much was accomplished since the mid-1970's, with

no significant increase in the employee complement of CAUT, demonstrates the tireless energy and dedication of the staff. Jim Hiller, Chair of AF&T during 1981-85, often remarked on the importance of a permanent secretariat to elected officers and other volunteers in CAUT. The experienced advice and institutional memory provided by the secretariat is indispensable.

My first contact with Vic was in 1979 when the federal and provincial governments conspired with the UNB administration to provide bogus academic freedom credibility for a publicly discredited environmental monitoring agency. We were unsuccessful in efforts to have this academic "red-light district" removed from the campus until a detailed exposé, written by Vic, appeared on the front page of the CAUT Bulletin. Several years later I became Chair of AF&T and spent many interesting and often amusing times with Vic in various parts of the country. Thus, I appreciated the citation prepared by Alan Andrews and his colleagues on AF&T when they recommended this Award to Council. It said, in part,

For 15 years between 1973 and 1988 Dr. Victor Sim was the heart and soul of the Academic Freedom and Tenure Committee of CAUT. In this capacity he handled grievances from all over the country, developed an encyclopedic knowledge of the universities of Canada and of how they functioned and sometimes how they did not, and assisted the

Academic Freedom and Tenure Committee to understand the context of current problems that came before it. Throughout this period he participated in a significant way in the formulation and development of CAUT's policies on academic freedom and tenure both for faculty and for professional librarians. He maintained an unshakeable conviction of the university as a place of liberty, of the need for pluralism and tolerance, and of the importance of academic freedom and tenure in the contemporary university.

Colleagues have remarked over the years on Vic's "powers and skills as an advocate, diplomatist, executive and advisor," in AF&T and other contexts. Most of us here tonight have handled grievances and know how trying this can be. The AF&T Committee typically deals with cases that are difficult. Sometimes this involves advocating due process for a person who is widely detested or despised and who is also reluctant to accept sound advice. Vic has been called upon to handle many such cases. Bruce Dunlop, another former Chair of AF&T, observed in 1970 that, "the cross-fire in this job can be wicked".<sup>10</sup> I would add that it can be more wicked for staff than for volunteers.

Vic brought to CAUT what a colleague at Western termed "great pastoral gifts" which had worked wonders in a troubled geography department and which never waned during his 15 years with us. He was sensitive to the pain experienced by people in serious

difficulty and had an innate talent for resolving conflict.

Vic's analytical and writing skills were much in demand throughout his tenure at CAUT. He provided a number of faculty associations with detailed critiques of their collective agreements and faculty manuals. He wrote initial drafts or redrafts of a large portion of the policy statements adopted by Council. Vic was instrumental in drafting the International Statement on Academic Freedom and Tenure adopted by faculty associations in a number of West-Bloc countries in 1984.

The Milner Memorial Award is granted, from time to time, in recognition of "a distinguished contribution to the cause of academic freedom" and of "actions undertaken on behalf of academic freedom, or writings which contribute significantly to an understanding and strengthening of academic freedom in the Canadian community." Vic has accomplished all of these, and in such measure that he is a fitting companion for Laskin, Smith, Crowe, Malloch and Foulks. Vic Sim's actions and writings deserve "the greatest recognition that CAUT can give."

Jon Thompson

## NOTES

1. Lord Macaulay, *The History of England*, Vol. II, Chapter VIII, Macmillan (1914), page 932.

2. E.J. Monahan, "Academic Freedom and Tenure - The First Twenty Years", *CAUT Bulletin*, 18, 4 (1970), P. 80-91.

See "Milner", page 15



# Central American universities: an address to Council

Good Morning.

Friends and colleagues from Canada.

It's a pleasure being here and I would only take a few minutes to inform you about the situation of the universities in Central America and particularly about the University of El Salvador. The organization I represent, that is the Confederation of Central America Universities, was created in 1948 and ever since, we have been trying to coordinate and integrate higher education in the region. Along with that, and due to the sometimes difficult circumstances in our countries, we have created a particular problem named autonomy and solidarity, that deals with problems concerning human rights in Central America in relationship with the universities, professors, workers, students, authorities. Unfortunately, two of our countries, Guatemala and El Salvador, have suffered the most of the political and military crisis of the region. Students have been kidnapped and murdered along with professors and rectors of the universities. The campus in the case of El Salvador was invaded and it wasn't until 2 or 3 days ago that the government gave it back to the authorities of the university. Even though the situation is of course constantly a cause of problems, we have been trying, and will keep on trying, to do our best to improve the quality of education in our region. And it is particularly concerning this point that we have started what we hope will be a long relationship with different universities in Canada. We have also worked in other parts of the world with success, I would say, both in

the exchange of professors and students and in the implementation of research projects. Projects of course that are linked to our reality in basic sciences, social sciences, and whatever new fields that we think means a priority for our development. In this sense, we have worked particularly with the University of Ottawa in a project that is going to permit us communication with many universities in Canada through a teleconference system that is going to be in operation by the end of this month, and includes the 7 national universities of Central America and, at this first stage, the University of Ottawa here in Canada. In this sense communication, and possibilities through communication, of developing an increasing excellence in our projects and problems, becomes a more serious responsibility for both Central Americans and Canadians. We think that it is through the development of this academic excellence through the development of research projects and the possibilities that through these projects our countries can benefit from the results. And it is because of our legitimacy and model statutes in the region that we want to ask you for your support in carrying on these possibilities and these projects.

We are sending information concerning the possibilities that you will find in each of the universities in terms of the projects that have been implemented and the different alternatives that we have in the region so that if any of you or your institutions become more interested in this, you can have the information soon and at hand. The



(l-r) Mr. Rodrigo Fernandez, Ms. Pamela Smith, Mrs. Nicole Rauzon.

University of El Salvador particularly, as I mentioned before, and because of the civil war in the country, is the one that has suffered the most in the last days or maybe years. And not only because of the war, but also because of the earth-quake a few years ago that precisely went and divided the university because it originated about one kilometer away from the location of the university, so material destruction after four years of military intervention, made it very, very difficult. But with international support and of course with Central American support from the other universities, with the cooperation of the professors from different parts of the world, by donations of equipment and materials, they have been able to continue their academic activities.

In this sense the University of El Salvador has opened, at University McGill, a small office to coordinate some of the projects that are developed

with universities in general in Canada. From this perspective and as a representative of the universities in Central America, I think that any possibility of cooperation or collaboration with the university of El Salvador and its office here, would be of great importance for the region in general and for the university in particular. I could go on explaining much more about different causes of the crisis in Central America, probably the worst crisis in the history of Central America, but I would like to end by saying that even though we are pretty much conscious of what is going on, we think that the future is going to be a different story, that the situation is going to change and that the support from the universities given to this change, is going to be of benefit to all regions in Central America. Thank you very much.

**Rodrigo Fernandez, Office of the University of El Salvador**

## Les universités d'Amérique centrale: Le conseil reçoit leur représentant

Bonjour amis et collègues du Canada,

Je suis heureux d'être ici et je ne vais prendre que quelques minutes pour vous informer de la situation des universités en Amérique centrale et en particulier de celle de l'Université du Salvador. L'organisme que je représente, c'est-à-dire la Confédération des universités d'Amérique centrale, a été créé en 1948. Nous avons toujours tenté, depuis, de coordonner et d'intégrer l'enseignement supérieur dans la région. En même temps, et en raison de circonstances parfois difficiles dans nos pays, nous avons créé un projet particulier appelé Autonomie et Solidarité et qui traite de questions liées aux droits de la personne en Amérique centrale touchant les universités, les professeurs, les travailleurs, les étudiants, les autorités. Hélas, deux de nos pays, soit le Guatemala et le Salvador, souffrent le plus de la crise politique et militaire sévissant dans la région. Des étudiants ont été enlevés et assassinés ainsi que des professeurs et des recteurs d'universités. Le campus de l'Université du Salvador a été envahi et ce n'est qu'il y a deux ou trois jours que le gouvernement l'a rendu à la direction de l'université.

Même si la situation est de toute évidence une source constante de problèmes, nous essayons de faire de notre mieux pour améliorer la qualité de

l'éducation dans notre région et nous continuerons de le faire. C'est en particulier à ce sujet que nous avons commencé à nouer des liens avec différentes universités canadiennes et nous espérons que ces liens dureront longtemps. Nous avons aussi collaboré avec succès, je l'avoue, avec d'autres organismes dans le monde à des programmes d'échange de professeurs et d'étudiants et à la mise en oeuvre de projets de recherche. Ces projets, bien entendu, ont un rapport avec notre réalité en sciences de base, en sciences sociales et tout autre nouveau domaine qui signifie pour nous une priorité pour notre développement. En ce sens, nous avons travaillé en particulier avec l'Université d'Ottawa à un projet qui va nous permettre de communiquer avec de nombreuses universités canadiennes au moyen d'un système de téléconférences qui sera en marche vers la fin du mois. Ce projet comprend les sept universités nationales de l'Amérique centrale et, à la première étape, l'Université d'Ottawa, ici au Canada. À cet égard, la communication, et les possibilités d'améliorer nos problèmes et d'augmenter l'excellence de nos projets par la communication, deviennent une responsabilité plus sérieuse tant pour les Centre-américains que pour les Canadiens. Nous estimons que c'est par l'amélioration de cette ex-

cellence universitaire et par la création de projets de recherche et l'amélioration des possibilités que nos pays pourront profiter des résultats de ces projets. En outre, c'est à cause de notre légitimité et de nos statuts modèles dans la région que nous voulons vous demander votre appui pour que nous puissions mener à bien ces projets et améliorer ces possibilités.

Nous envoyons des renseignements sur les possibilités de chaque université en ce qui concerne les projets mis en place et les différentes solutions que nous avons dans la région de sorte que si vous ou votre université vous intéressez davantage à la question, vous pourrez avoir bientôt ces renseignements et vous les aurez à la portée de la main. L'Université du Salvador, en particulier, comme je l'ai mentionné précédemment, et en raison de la guerre civile dans le pays, est l'une de celle qui a souffert le plus au cours des derniers jours et peut-être des dernières années. Nous sommes à cause de la guerre mais aussi à cause d'un tremblement de terre il y a quelques années dont l'épicentre n'était situé qu'à un kilomètre de l'université. Par conséquent, les dommages matériels et après quatre années d'intervention militaire ont rendu la situation extrêmement difficile. Toutefois, grâce à l'aide internationale et, bien entendu, grâce à

l'aide d'autres universités d'Amérique centrale, grâce à la collaboration de professeurs de différentes régions du monde, au moyen de dons d'équipement et de matériel, les professeurs ont pu poursuivre leurs activités.

À cet égard, l'Université du Salvador a ouvert à l'Université McGill un petit bureau pour coordonner des projets qui sont mis au point en collaboration avec des universités au Canada en général. De ce point de vue et en tant que représentant des universités de l'Amérique centrale, je pense que toute possibilité de collaboration avec l'Université du Salvador et son bureau ici revêtait une grande importance pour la région en général et pour l'université en particulier. Je pourrais continuer d'expliquer davantage les différentes causes de la crise en Amérique centrale, probablement la pire crise de l'histoire de l'Amérique centrale. Toutefois, j'aimerais conclure en disant que même si nous sommes pas mal conscients de ce qui se passe, nous croyons que l'avenir sera différent, que la situation va changer et que l'appui des universités pour ce changement va profiter à toutes les régions de l'Amérique centrale. Merci beaucoup.

**M. Fernandez, bureau de l'Université du Salvador**



# Federal contractors Program: a report

This is the list of universities certified under the Federal Contractors Program:

**Alberta:**  
University of Alberta, Edmonton  
University of Calgary, Calgary

**British Columbia:**  
Simon Fraser University, Burnaby  
University of British Columbia, Vancouver;  
University of Victoria, Victoria

**Manitoba:**  
University of Manitoba, Winnipeg

**New Brunswick:**  
University of New Brunswick, Fredericton

**Nova Scotia:** Dalhousie University, Halifax;  
Mount St. Vincent University, Halifax;  
Technical University of Nova Scotia, Halifax

**Ontario:**  
Carleton University, Ottawa;  
McMaster University, Hamilton;  
Queen's University, Kingston;  
Ryerson Polytechnical Institute, Toronto;  
Trent University, Peterborough;  
University of Guelph, Guelph;  
University of Ottawa, Ottawa;  
University of Toronto, Toronto;  
University of Waterloo, Waterloo;

University of Windsor, Windsor;  
York University, Downsview;  
University of Western Ontario, London.

**Quebec:**  
Concordia University, Montreal;  
McGill University, Montreal;  
Laval University, Quebec;  
Corporation de l'École Polytechnique, Montreal;  
l'Université du Québec à Montréal, Montreal.

Since the Federal Contractors Program was implemented, many Canadian universities have committed themselves to the task of creating and implementing employment equity programs within their respective institutions.

As of January 1, 1990, 34 Canadian universities have been declared certified under the Federal Contractors Program. This means that each one of these institutions has submitted an employment equity program, in order to obtain federal government contracts. After submitting an initial report describing their employment equity prospects, universities do not have to submit an annual report in order to indicate the results of their equity programs. However, the federal government may perform a review or, in other words,

conduct an investigation to determine whether these institutions have complied with their employment equity programs. These investigations are conducted on a random basis, and each institution must agree to an investigation of this type.

I will now describe for you the status of some universities, subsequent to reviews conducted by the federal government.

Carleton University in Ottawa underwent a review of this type in November 1988. According to the results of this investigation, Carleton University has not complied with its program. A second investigation was conducted in December 1989 and the results have not yet been disclosed.

The University of Manitoba underwent investigation in May 1989. The results of this investigation indicated that this university has not complied with its program. A second review was conducted in October 1989 and the University of Manitoba is still not in compliance with its employment equity program.

Concordia University in Montreal underwent an investigation in October 1989, and was found to be not in compliance with its program. A second review has not yet been conducted.

This situation is identical to the one encountered at the University of Calgary, where an investigation was conducted in July 1989. A second review has not been conducted in the case of this university either.

We can ask ourselves whether universities will eventually conform to their own employment equity programs. This situation does not appear to be very encouraging. However, I am happy to announce that the University of Ottawa is now the only university to have complied with its employment equity program, as indicated by the results of a second investigation conducted in July 1989.

Despite the fact that the majority of the universities which have undergone review are not complying with their employment equity programs, we can nevertheless find 21 Canadian universities which have already obtained contracts under the Federal Contractors Program. What can we deduce from this? The Federal Contractors Program is not, perhaps, the best solution for implementing employment equity programs.

Mariette Blanchette

## Rapport sur le Programme des contrats fédéraux

Voici la liste des universités certifiées sous le programme des contrats fédéraux.

**Alberta:**  
University of Alberta, Edmonton;  
University of Calgary, Calgary.  
Colombie-Britannique:  
Simon Fraser University, Burnaby;  
University of British Columbia, Vancouver;  
University of Victoria, Victoria.

**Manitoba:**  
University of Manitoba, Winnipeg.

**Nouveau-Brunswick:**  
University of New Brunswick, Fredericton.

**Nouvelle-Ecosse:**  
Dalhousie University, Halifax;  
Mount St. Vincent University, Halifax;  
Technical University of Nova Scotia, Halifax.

**Ontario:**  
Carleton University, Ottawa;  
McMaster University, Hamilton;  
Queen's University, Kingston;  
Ryerson Polytechnical Institute, Toronto;  
Trent University, Peterborough;  
University of Guelph, Guelph;  
University of Ottawa, Ottawa;  
University of Toronto, Toronto;  
University of Waterloo, Waterloo;  
University of Windsor, Windsor;  
York University, Downsview;  
University of Western Ontario, London.

**Québec:**  
Concordia University, Montréal;  
McGill University, Montréal;

Université Laval, Québec;  
Corporation de l'École Polytechnique, Montréal;  
l'Université du Québec à Montréal, Montréal.

Depuis l'implantation du Programme de contrats fédéraux, plusieurs universités canadiennes se sont engagées à créer et à implanter un programme d'égalité en matière d'emploi dans leur institution respective.

En date du 1<sup>er</sup> janvier 1990, 34 universités canadiennes avaient été déclarées certifiées sous le programme de contrats fédéraux. Cela veut dire que chacune de ces institutions a présenté un programme d'égalité en matière d'emploi afin d'obtenir des contrats du gouvernement fédéral. Après avoir remis un rapport initial décrivant les perspectives d'égalité en matière d'emploi, les universités n'ont pas à produire de rapport annuel afin de révéler les résultats de ces programmes d'égalité. Cependant, le gouvernement fédéral peut procéder à une révision ou en d'autres mots, à une enquête pour savoir si les institutions se sont conformées à leur programme d'égalité en matière d'emploi. Ces enquêtes se font au hasard et chacune des institutions doit accepter une telle enquête.

Je vous décrirai maintenant la situation de certaines universités suite à des révisions effectuées par le gouvernement fédéral.

L'université Carleton à Ottawa a fait l'objet d'une telle révision en novembre 1988. Selon les résultats de l'enquête, l'université Carleton ne s'est pas conformée à son programme. Une deuxième enquête fut effectuée en décembre

1989 et les résultats ne sont pas encore divulgués.

L'université du Manitoba a fait l'objet d'une enquête en mai 1989. Les résultats ont indiqué que l'université ne s'est pas conformée à son programme. Une deuxième révision fut effectuée en octobre 1989 et l'université du Manitoba ne se conforme toujours pas à son programme d'égalité en matière d'emploi.

L'université Concordia, à Montréal, a fait l'objet d'une enquête en octobre 1989 et ne s'est pas conformée à son programme. Il n'y a pas encore eu de deuxième révision.

La situation est identique à l'université de Calgary où l'enquête s'est tenue en juillet 1989. Il n'y a pas eu de deuxième révision dans ce cas non plus.

Nous pouvons nous demander si les universités finiront par se conformer à

leur propre programme d'égalité en matière d'emploi. La situation semble triste à ce niveau. Cependant, je suis heureuse d'annoncer que l'université d'Ottawa est présentement la seule à s'être conformée à son programme d'égalité en matière d'emploi suite à une deuxième enquête tenue en juillet 1989.

Malgré le fait que la majorité des universités qui ont fait l'objet d'une révision ne se conforment pas à leur programme d'égalité en matière d'emploi, nous pouvons trouver quand même 21 universités canadiennes qui ont déjà obtenu des contrats sous le Programme de contrats fédéraux. Que pouvons nous en déduire? Le Programme de contrats fédéraux n'est peut être pas la bonne solution pour l'implantation d'un programme d'équité en matière d'emploi.

Mariette Blanchette

### Milner

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3. Ellen W. Schrecker, *No Ivory Tower*, Oxford (1986).

4. Chandler Davis, "The Purge", in *A Century of Mathematics in America*, part 1, AMS, Providence (1989), pages 413-428.

5. V.C. Fowke and Bora Laskin, "Report of the Investigation by the Committee of the CAUT into the Dismissal of Professor H.S. Crowe by United College, Winnipeg, Manitoba", *CAUT Bulletin*, 7, 3 (1959), p. 3-91.

6. D.C. Savage and C. Holmes, "The CAUT, the Crowe Case and the

Development of the Idea of Academic Freedom in Canada", *CAUT Bulletin*, December 1975, p. 22-27.

7. Bora Laskin and J. Percy Smith, Tributes to James B. Milner, *CAUT Bulletin*, October 1969, p. 26-29.

8. Bora Laskin, Acceptance Speech upon Receipt of Milner Memorial Award, *CAUT Bulletin*, Summer, 1971, p. 18.

9. Victor W. Sim, "Varty Appointment Sparks Controversy", *CAUT Bulletin* 27, 2 (April 1980), pages 1 and 12.

10. J.B. Dunlop, "AF&T Committee Chairman's Report", *CAUT Bulletin* 18, 4 (1970), p. 27.



## Copyright agreements: another stage of copyright reform

For two years, CAUT has been actively involved in the process leading to reform of Canada's copyright legislation. This reform will not be concluded until Phase II of the proposed legislative changes is enacted into law, clarifying the concept of "fair dealing", particularly with respect to the use of copyrighted material for education and research purposes. Thus, for example, CAUT continues to lobby to ensure inclusion in the final legislation of an exemption for the making of a single copy of a periodical article for research purposes. In the meantime, however, another part of the process is under way which is also of vital interest to members of the academic community.

Attention is now being turned to the negotiation of agreements covering the use of copyrighted material. These agreements will determine other specifics of the terms and conditions under which copyrighted material can be used, apart from those uses authorized as "fair dealing" under the law. They will also determine the royalties to be paid.

The first major agreement for the university community has been negotiated in Quebec. Acting on behalf of all universities in the province, the Council of Rectors and Principals of Quebec Universities has entered an

agreement with the Quebec Writers' Union. The agreement covers a large repertoire of french language works from Europe, as well as the work of Quebec authors.

At present there exists one collective, the Canadian Reprography Collective (CANCOPY), representing the majority of other writers and publishers in Canada. The first sign of CANCOPY's activity affecting the university community appears to be occurring in Alberta, where the Department of Advanced Education has been preparing to negotiate a province-wide agreement. Their preparations may be related to negotiations underway between CANCOPY and the sister Department of Education on behalf of the K-12 system. There is reason to believe that negotiations on behalf of the primary and secondary sector in other provinces are awaiting the conclusion of the Alberta negotiations, but there is no indication that other negotiations on behalf of the university sector outside Quebec have yet been planned.

These developments in Alberta raise important, interesting issues and questions. At this time, the Alberta government has no plans to include representatives of faculty on its negotiating team. The Confederation of Alberta Faculty Associations has approached the Department of Advanced

Education to seek such representation. Discussions with respect to the role that CAFA might play are still under way. Secondly, the pattern for negotiations in Alberta raise a question as to whether this pattern will be replicated in other provinces, especially in those where the K-12 systems and universities are combined under a single minister, as they are in Ontario, for example. And, if this occurs, what will be the effect on any agreements reached — there may be reason to fear that the interests of university users will get lost.

At the national level, CAUT has been informed by the Association of Universities and Colleges of Canada (AUCC) of a "Proposal for the Creation of a Copyright Collective for Scholarly Works". This proposal would establish a collective consisting of both individual members and institutional members involved in the creation and/or use of scholarly work. Thus, it would be open to corporations and government bodies, as well as to institutions of higher education.

All members of the collective would be required to assign copyrights owned by them to the collective. In return they would have the right to use copyrighted material held by the collective on behalf of other members on a mutual basis. In other words, each member could use the copyrighted material of other members

on the same terms as other members. A member could withhold works in a certain category, but would then be denied use of any other works in the same category created by other members, except through a licence obtained on the same terms as a licence for a non-member of the collective.

CAUT's long-standing position is that copyright in the creative work of academic staff should be the property of individual creators, rather than of the institution employing them. While academics are generally ready to allow the use of such material for educational and research purposes and commonly do so without claiming any compensation, CAUT has believed it important that individual academics retain the right to decide whether any particular creative work should be treated in this way.

This is not simply a question of property rights. It involves the ability to exercise control over the integrity of creative work, including the power to alter work. In a rapidly changing world, the ability of creators to change or amend work is vitally important. In this sense, an aspect of academic freedom is involved.

There is cause for concern that the collective proposed by AUCC would

## Accords de droit d'auteur: une autre étape de la réforme du droit d'auteur

Depuis deux ans, l'ACPU participe activement à la réforme de la loi canadienne sur le droit d'auteur. Cette réforme ne sera terminée que lorsque les modifications législatives proposées de la phase II auront force de loi. La phase II va éclaircir la notion "d'utilisation équitable", en particulier en ce qui a trait à l'utilisation d'œuvres protégées par un droit d'auteur à des fins pédagogiques et de recherches. L'ACPU, par exemple, continue d'exercer des pressions pour que soit inclus dans la version finale de la loi une exemption qui permettra la reproduction d'une copie unique d'un article de périodique à des fins de recherche. Par ailleurs, une autre partie du processus est en marche qui revêt également un intérêt vital pour les membres de la collectivité universitaire.

On se tourne maintenant vers la négociation d'accords sur l'utilisation d'œuvres protégées par un droit d'auteur. Ces accords préciseront d'autres conditions en vertu desquelles on peut se servir des œuvres protégées par un droit d'auteur, mis à part celles qui tombent sous le coup de "l'utilisation équitable" prévue par la loi. Ils détermineront aussi les redevances à verser.

C'est au Québec que le premier accord de ce genre a été négocié dans le milieu universitaire. Au nom de toutes les universités de la province, la Con-

fédération des recteurs et des principaux des universités du Québec a conclu une entente avec l'Union des écrivains du Québec. L'accord porte sur un vaste répertoire d'ouvrages franco-européens, ainsi que des ouvrages d'auteurs québécois.

À l'heure actuelle, il existe une société de gestion collective, la Canadian Reprography Collective (CANCOPY), qui représente la majorité des autres écrivains et éditeurs du Canada. Il semble que ce soit en Alberta où les activités de la CANCOPY se manifestent pour la première fois dans le milieu universitaire alors que le ministère de l'Enseignement supérieur s'apprête à négocier un accord provincial. Ces préparatifs sont peut-être reliés aux négociations en cours entre la CANCOPY et le ministère de l'Éducation pour les secteurs primaire et secondaire. Il y a tout lieu de croire que des négociations dans d'autres provinces pour les secteurs primaire et secondaire débiteront dès la conclusion des négociations en Alberta. Toutefois, rien n'indique que d'autres négociations pour le compte du secteur universitaire ailleurs qu'au Québec soient prévues.

Ce qui se passe en Alberta soulève des questions importantes et intéressantes. Pour l'instant, le gouvernement de l'Alberta ne prévoit pas inviter des représentants de professeurs d'université à se joindre à son équipe de négociation. La Confederation of Alberta Faculty

Associations a consulté le ministère de l'Enseignement supérieur pour que le milieu soit représenté. Des discussions sur le rôle que pourrait jouer la CAFA sont toujours en cours. Deuxièmement, la forme des négociations en Alberta pose la question de savoir si elle sera reprise dans d'autres provinces, en particulier celles où les secteurs primaire et secondaire et les universités relèvent d'un même ministre, comme en Ontario par exemple. En outre, si cela se produit, quelles seront les conséquences des accords conclus. Il peut y avoir lieu de craindre que les utilisateurs universitaires y perdront.

Sur la scène nationale, l'Association des universités et collèges du Canada (AUCC) a informé l'ACPU de l'existence d'un projet intitulé "Proposal for the Creation of a Copyright Collective for Scholarly Works". Ce projet viserait à créer une société de gestion collective composée de particuliers et d'universitaires participant à la création d'ouvrages savants ou les utilisant. Tant des sociétés et des organismes gouvernementaux que des établissements d'enseignement supérieur pourraient donc en être membres.

Tous les membres de la société de gestion collective seraient tenus de céder leur droit d'auteur à la société. En revanche, ils auraient le droit d'utiliser les œuvres protégées par un droit d'auteur détenu par la société au nom

d'autres membres selon un lien de réciprocité. En d'autres mots, chaque membre pourrait utiliser les œuvres d'autres membres protégées par un droit d'auteur aux mêmes conditions que d'autres membres. Un membre pourrait retenir des œuvres d'une certaine catégorie mais se verrait refuser ensuite l'utilisation d'autres œuvres de la même catégorie créées par d'autres membres, sauf s'il obtient un permis aux mêmes conditions que celles applicables à une personne non membre de la société de gestion collective.

L'ACPU maintient depuis longtemps que le droit d'auteur sur les œuvres d'universitaires devrait être la propriété de leur créateur plutôt que celle de l'établissement qui les emploie. Bien que, en règle générale, les universitaires soient disposés à permettre l'utilisation de leur œuvre à des fins pédagogiques et de recherche et le font couramment sans réclamer aucune rémunération, l'ACPU estime important que chaque universitaire conserve le droit de décider si un ouvrage de création en particulier peut ou non être utilisé.

Il ne s'agit pas simplement d'une question de droits de propriété. Cela comprend aussi la capacité d'exercer un contrôle sur l'intégrité des œuvres, dont le pouvoir de les modifier. Dans un monde en rapide évolution, la capacité



subject individual academics to pressure to waive these rights for their creative work. The proposal does allow for possible exclusions by individual members, but the form of the exclusion would tend to preclude its exercise in what might well be the most common type of situation.

Exclusions would relate to a category of work. Typically an individual academic may be generally happy to make work available for use by others on a *pro bono* basis, but may occasionally produce a work with commercial potential which the individual would like to exploit. If exclusion from the collective is by category of work, the individual may not be able to reserve copyright on a commercially valuable work. There would also be a substantial penalty for excluding any work, since the individual would then lose the general licence to use the work of others in that category, even though other creators may actually have no concern about such use of their work.

The inclusion of institutions in the cooperative who are predominantly users, rather than creators, would create an inherent conflict of interest. The interest of institutions would tend to be weighted on the side of limiting the benefits to creators and minimizing the costs to users. This is reflected in one of the key features of the proposal itself, as members of the collective would have access to material in the repertoire on the basis of mutuality.

It seems inevitable that this would

operate to the benefit of those members who are primarily users, particularly when the scale of use by institutional members in comparison to the scale of use by the individual members is taken into account. Unless the individual member has virtually free access to other material, membership in the collective would be of little benefit. Thus, individuals would need to authorize free use of their creative work in order to benefit. This would then benefit institutional members engaged in large scale use of this material.

Although the AUCC proposal does not specify the terms under which members could mutually use the work of others, the natural tendency would be towards allowing virtually unrestricted use. Those with a greater interest in protecting the rights of creators would tend to be in the minority in the collective. Any creator with an interest in copyright material of significant value would be likely to withdraw from the collective in order to protect this interest, thus further weakening the voice of creators within the collective.

AUCC's proposal is motivated by a concern that existing or proposed copyright collectives may be insufficiently sensitive to the particular needs of scholars, given that there is a minimal potential for profit in licensing the use of scholarly works. The willingness of collectives to service the needs of the university community ought not to be judged until reasonable efforts to negotiate an agreement with respect to

these needs have been exhausted.

CAUT has proposed that it would be more in keeping with the spirit of the proposed legislation if the universities were, on behalf of the university community as a user community, to negotiate an agreement with a collective representing the interests of creators. Such an arrangement is more likely to reach a fair balance between these interests than a scholarly collective combining both in its mandate, such as that

proposed by AUCC.

CAUT will be continuing to watch developments towards the negotiation of agreements covering the use of copyrighted material within universities. As a major organization representing members who are both creators and users, it has been the foremost concern of CAUT throughout the process of copyright reform that the legislation should indeed be fair to both sides.

Bob Kerr

## SEEDS OF SURVIVAL

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des créateurs à changer ou à modifier leurs œuvres est d'une importance vitale. En ce sens, on retrouve, ici, un aspect de la liberté universitaire.

Ily a lieu de s'inquiéter que la société collective proposée par l'AUCC soumette les universitaires à des pressions pour qu'ils cèdent les droits qu'ils détiennent sur leurs œuvres. Le projet permet bien sûr une possibilité d'exclusion. Cependant, la forme de l'exclusion tendrait à en empêcher l'exercice dans le cas qui pourrait fort bien être le plus courant.

L'exclusion se rapporterait à une catégorie d'œuvres. Dans la plupart des cas, un universitaire peut mettre avec plaisir une œuvre à la disposition d'autres personnes. Toutefois, il peut, à l'occasion, produire une œuvre à des fins commerciales et qu'il aimerait exploiter. Si l'exclusion de la société collective se fonde sur la catégorie de l'œuvre, l'universitaire peut ne pas pouvoir réserver son droit d'auteur pour une œuvre ayant une valeur commerciale. L'exclusion d'une œuvre entraînerait aussi une pénalité considérable puisque l'universitaire perdrait ainsi le permis général pour utiliser les œuvres d'autres universitaires de la même catégorie, même si les autres créateurs ne se préoccupent peut-être pas de l'utilisation de leurs œuvres.

L'inclusion à la coopérative d'établissements d'enseignement qui sont surtout des utilisateurs plutôt que des créateurs créerait un conflit d'intérêt inhérent. On serait ainsi enclin à favoriser les intérêts des établissements en limitant les avantages des créateurs

et en minimisant les coûts aux utilisateurs. L'un des volets importants du projet reflète cet aspect car les membres de la société collective auraient accès aux ouvrages du répertoire selon un principe de réciprocité.

Il semble inévitable que les membres qui sont principalement des utilisateurs en profiteraient surtout si l'on tient compte du degré d'utilisation de la part des établissements par rapport au degré d'utilisation pour des particuliers. A moins que l'universitaire n'ait accès à peu près gratuitement à d'autres œuvres, l'adhésion à une société collective rapporterait peu d'avantages. Les universitaires, par conséquent, devraient autoriser l'utilisation gratuite de leurs œuvres pour tirer avantage de leur participation à la société. Les établissements d'enseignement qui utilisent largement ces œuvres se verraient ainsi avantagés.

Bien que le projet de l'AUCC ne précise pas les modalités en vertu desquelles les membres pourraient faire une utilisation réciproque des œuvres des autres, l'on serait naturellement tenté de permettre une utilisation pratiquement sans restriction. Les personnes qui s'intéressent davantage à la protection des droits des créateurs tendraient à former une minorité au sein de la société collective. Les créateurs titulaires d'un droit d'auteur sur une œuvre d'une valeur considérable seraient susceptibles de quitter la société collective pour protéger leurs intérêts, ce qui diminuerait davantage le poids des créateurs de la société.

Le projet de l'AUCC est motivé par la crainte que les sociétés collectives existantes ou proposées ne soient pas assez

sensibles aux besoins particuliers des universitaires puisque l'octroi de permis d'utilisation d'ouvrages savants ne rapportent que des avantages minimes. On ne doit pas juger la volonté des sociétés collectives de répondre aux besoins de la communauté universitaire tant que l'on n'a pas fait tous les efforts raisonnables pour négocier un accord qui satisfasse ces besoins.

Selon la proposition de l'ACPU, l'esprit du projet de loi serait mieux respecté si les universités négociaient un accord avec une société collective représentant les intérêts des créateurs pour le compte du corps universitaire en tant qu'utilisateur. Un accord de ce genre serait plus susceptible d'atteindre

un juste équilibre entre ces intérêts qu'une société collective formée des universitaires et des établissements d'enseignement, comme le suggère l'AUCC.

L'ACPU va continuer de suivre la situation en ce qui concerne la négociation d'accords sur l'utilisation d'œuvres protégées par un droit d'auteur dans les universités. A titre d'association importante représentant des membres qui sont à la fois des créateurs et des utilisateurs, l'ACPU s'est efforcée tout au long du processus de réforme du droit d'auteur de faire en sorte que la loi soit juste pour les deux parties.

Bob Kerr

## Génération

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y remédier.

L'avenir du pays dépend vraiment de notre disposition à investir dans l'avenir de ses jeunes citoyens. Nous devons de toute urgence aller au-delà du discours sur l'héritage fiscal que nous sommes prêts à léguer aux générations futures. Nous devons examiner minutieusement nos politiques. A travers nos propres ac-

tions, nous devons montrer jusqu'à quel point nous reconnaissons pleinement que l'avenir de la génération oubliée est le nôtre. Si nous tremblons devant ceux qui se soustraient à l'impôt et à d'autres responsabilités et choisissons de ne pas garantir aux universités un financement acceptable, l'héritage que nous laisserons sera infiniment plus appauvri que celui imaginé par M. Wilson.

Pamela Smith

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can be  
beaten.

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DU CANCER

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## REMINDER

Second call for Nominations  
to CAUT Officer Positions and as Chairs  
and Members of CAUT Standing Committee

### Call for Nominations

This is to remind you that nominations are now being actively sought for election to the Executive Committee, namely: CAUT President, Vice-President, Treasurer and three Members-at-large. Nominations are also being sought for election to positions on the CAUT Academic Freedom and Tenure Committee - three vacancies, and on the CAUT Librarians Committee - two vacancies including the Person Chairing. Individual affiliated members and associate members of CAUT are entitled to make nominations.

A separate memorandum in enclosed, calling for nominations to the CAUT Status of Women Committee.

In order to maintain the effectiveness of CAUT as an organization it is extremely important that well qualified members of local and provincial associations are nominated. Elections will take place at the CAUT Council meeting in Ottawa in May, 1990.

#### Term of Office

The term of office for the President, Vice-President and Executive Committee Members-at-large is one year. The term of office for the Treasurer is two years. The term of office for members of CAUT Standing Committees is three years.

#### Nomination Procedure

Nominations should be sent to:

Professor Peter R. King  
Person Chairing  
Elections and Resolutions Committee  
CAUT  
Suite 308  
294 Albert Street  
Ottawa, Ontario  
K1P 6E6

#### They should include:

- A letter of nomination.
- A brief statement of why the nominator feels the nominee is qualified to serve.
- The agreement of the nominee to serve if elected.
- A completed copy of the "Standard Information Form" (available from any Faculty Association office or from CAUT) and, for nominees to the Academic Freedom and Tenure Committee, a full academic curriculum vitae.

#### Nomination deadlines

*Academic Freedom and Tenure Committee:* January 8, 1990, however, nominations are still being accepted;

*Librarians Committee:* March 12, 1990;

*All other nominations:* March 31, 1990, if possible.

#### Description of Positions

##### The President

Responsible for guiding the affairs of the Association between meetings of Council and for ensuring that policies approved by Council are implemented. A nominee for the position of President should have had considerable experience in faculty association affairs at the local or provincial level.

##### The Vice-President

Responsible, in particular, for relations between CAUT and its staff and, as a senior officer, for assisting the President with his or her responsibilities.

##### The Treasurer

Responsible for the preparation of draft budgets and financial statements and for ensuring that proper controls remain in place to ensure the financial integrity of the Association.

##### Committee Members

Nominees for positions on Standing Committees should have considerable experience in the area of responsibility of the committee to which he or she is nominated.

## RAPPEL

Deuxième sollicitation de candidatures aux postes de dirigeants de l'ACPU, de présidents et de membres des comités permanents de l'ACPU

### Sollicitation de candidatures

Nous désirons vous rappeler que nous sollicitons activement des candidatures à des postes au Comité de direction, soit: président(e), vice-président(e), trésorier(ière) et trois membres ordinaires de l'ACPU. En outre, nous sollicitons des candidatures à trois postes au Comité de la liberté universitaire et de la permanence de l'emploi et deux postes au Comité des bibliothécaires, dont celui de la présidence. Les membres affiliés individuels et les membres associés de l'ACPU ont le droit de présenter des candidatures.

Ci-joint une note distincte sollicitant des candidatures au Comité du statut de la femme de l'ACPU.

Pour que l'ACPU demeure une organisation efficace, il est donc très important de proposer des candidats qualifiés des associations locales et provinciales. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en mai 1990.

#### Mandat

Le mandat du président ou de la présidente, du vice-président ou de la vice-présidente de même que des membres ordinaires du Comité de direction est d'un an. Le mandat du trésorier ou de la trésorière est de deux ans. Le mandat des membres des comités permanents de l'ACPU est de trois ans.

#### Méthode de mise en candidature

Il faut envoyer les candidatures à:

M. Peter R. King  
Président  
Comité des élections et résolutions  
ACPU  
Bureau 308  
294, rue Albert  
Ottawa (Ontario)  
K1P 6E6

Les pièces suivantes doivent accompagner les mises en candidature:

#### Une lettre de mise en candidature.

Une brève déclaration expliquant pourquoi la personne qui présente le(la) candidat(e) estime qu'il ou elle possède les qualités voulues.

L'accord du(de la) candidat(e) de siéger s'il (ou si elle) est élu(e).

Le formulaire d'information réglementaire à l'intention des candidats à un poste électif de l'ACPU, disponible auprès des associations de professeurs ou de l'ACPU et, pour les candidats au Comité de la liberté universitaire et de la permanence de l'emploi, un curriculum vitae complet de leur expérience universitaire.

#### Date limite des mises en candidature

*Le Comité de la liberté universitaire et de la permanence de l'emploi:* le 8 janvier 1990, mais il est toujours possible de poser votre candidature à ce poste;

*Le Comité des bibliothécaires:* le 12 mars 1990;

*Toutes les autres mises en candidature:* le 31 mars 1990, si possible.

#### Description des postes

##### Le(la) président(e)

La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et s'assure que les directives approuvées par le Conseil sont mises en oeuvre. Les candidats à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

##### Le(la) vice-président(e)

La personne élue est responsable, en particulier, des relations entre l'ACPU et son personnel et, en tant que cadre supérieur, elle aide le(la) président(e) à s'acquitter de ses responsabilités.

##### Le(la) trésorier(ière)

La personne élue est responsable de la préparation des budgets provisoires et des états financiers et veille à ce qu'un contrôle adéquat soit maintenu pour assurer l'intégrité financière de l'Association.

#### Les membres des comités

Les candidats à des postes aux comités permanents doivent posséder une expérience considérable dans le champ de responsabilité du comité pour lequel leur candidature est proposée.



## Positions Available / Postes vacants

**BOTANY**

**THE UNIVERSITY OF BRITISH COLUMBIA.** Applications and nominations are invited for the position of Assistant Professor of Botany at the University of British Columbia. The University has a record of excellence in research as well as the ability and motivation to attract outstanding faculty. Currently there are 24 faculty members with research interests in areas including plant population biology, evolution, ecology, plant biology, ecology, systematics and plant physiology. The position is primarily responsible for teaching and administration of the Botany M.Sc. and Ph.D. programs. The successful candidate will be a collaborative teaching and research ventures with the Botany/Biochemistry Department, the Department of Oceanography, Forest Sciences and the Department of Zoology. Facilities include well equipped research laboratories; a state of the art electron microscope facility; a herbarium, a research herbarium; and access to extensive botanical collections. The Department of Botanical Garden, research forests and the Bamfield Marine Station. Automated DNA sequencing facilities are available. The position will play an important role in fostering a dynamic environment in which to develop excellence in research. For consideration, send curriculum vitae, including a list of references, inquiries, nominations and applications to: The Director of the Search Committee, Botany Department, University of British Columbia, Faculty of Science, 6270 University Avenue, Vancouver, B.C. V6T 1Z1.

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DNA sequencing, DNA synthesis and protein sequencing facilities are available. The Heed will play an important role in fostering a dynamic environment in which to develop excellence in research and teaching at the University. Inquiries, nominations and applications should be directed to the search committee chairman, Dr. Barry C. McBride, Faculty of Science, 6270 University Boulevard, Vancouver, B.C. Canada V6T

**CAUT members are entitled to apply for these low-cost plans:**  
**1. LIFE INSURANCE** up to \$500,000.

1. ASSURANCE-VIE jusqu'à \$500,000.
2. ASSURANCE PERSONNELLE EN CAS D'ACCIDENT (\$150,000).
3. ASSURANCE-VIE POUR LA FAMILLE sur la vie du conjoint et des enfants des membres.
4. RÉGIME D'ASSURANCE EFFETS PROFESSIONNELS livres, ordinateurs, etc.

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Address/Adresse \_\_\_\_\_  
City/Ville \_\_\_\_\_ Province \_\_\_\_\_ Code \_\_\_\_\_



WVS. Closing date for application is May 15, 1990. Salary will be commensurate with qualifications and experience, in accordance with Canadian Immigration Regulations. This advertisement is directed to Canadian citizens and permanent residents of the United Kingdom. The University of British Columbia is committed to the Federal Government's multiculturalism policy and encourages applications from all qualified individuals.

## BUSINESS

**THE UNIVERSITY OF ALBERTA.** Faculty of Business. Applications are invited for full-time tenure-track teaching positions from those with teaching and research interests in all fields of Business. Ph.D. or equivalent required. Candidates should be at the completion stage of degree. Salary and rank are competitive and depend on qualifications. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. Jean-Louis Malouin, Dean, Faculty of Business, University of Alberta, Edmonton, Alberta, Canada, T6G 2G6. The University of Alberta is committed to the principle of equity in employment.

## BUSINESS ADMINISTRATION & COMMERCIAL

**MCMASTER UNIVERSITY.** Faculty of Commerce. Applications are invited for a tenure-track position, subject to budgetary approval, effective July 1, 1990. The appointment will be at the rank of Assistant Professor. Preference will be given to candidates with a Ph.D. but the M.B.A. or professional designation is a minimum qualification. Duties include teaching in at least two of the following: Marketing, Merchandise Planning, Retail Policy, Accounting, Finance, or Quantitative Methods. Duties include undergraduate teaching and research. The 1990-91 salary ranges for these ranks are: Assistant Professor, \$34,395 to \$48,000 and Associate Professor, \$43,395 to \$66,450. An application should include a curriculum vitae, a list of three referees, and should be sent to: Dr. John F. Read, Head and Chair of the Search Committee, Faculty of Commerce, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada. The closing date for receipt of applications is March 31, 1990 or until the positions are filled, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are encouraged from minority groups and both genders.

**THE UNIVERSITY OF WESTERN ONTARIO.** School of Business Administration. The University of Western Ontario invites applications for instructors, lecturers, and full professors in Business Policy, Finance, Human Resource Management, Marketing, Systems, International Business, Management Accounting and Control, Management Science, Decision Systems, Production Management and Organizational Behavior. Applications subject to the availability of funds. Appointment to commence July 1, 1990. Appointments at the rank of Assistant Professor a Ph.D. or advanced dissertation stage and a demonstrated commitment to research are required. Applications should be addressed to: Professor T.H. Deutscher, Associate Dean, Human Resource Management, Business Administration, The University of Western Ontario, London, Ontario, Canada N6A 3K7, and should include a detailed curriculum vitae. Funding for the International Business program is available from the University of Western Ontario's Quality Academic and Administrative Advancement Program. The University of Western Ontario is an Equal Opportunity Employer.

**THE UNIVERSITY OF NEW BRUNSWICK.** SAINT JOHN CAMPUS. Invites applications for the tenure track position of Co-ordinator of Co-operative Business Program to be established July 1, 1990 (subject to budgetary provisions). The Co-ordinator will be responsible for developing, implementing and directing the administration of a co-op program (one third) and teaching/research (two thirds) within the BBA program. Qualifications include experience in the administration of co-operation and related teaching and research in an area of business. Submit curriculum vitae and the names and addresses of three referees to: Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L2. The University of New Brunswick is committed to the principle of Equity in Employment.

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**WILFRID LAURIER UNIVERSITY.** Applications are invited for the tenure track position of Assistant Professor in the areas of Accounting, Human Resources, Marketing, Operations and Decision Systems, and Policy. Ph.D. or equivalent academic year. Qualifications: Ph.D. or ABD with teaching and research experience. Rank: Lecturer up to Full Pro-

fessor. Salary and rank will depend on qualifications and experience. Applications accepted until positions are filled. Positions are subject to direct approval. Send applications to: Dr. Ron Eyles, Chair, Search Committee, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, Canada N2L 3C5.

**SAINTE MARIE'S UNIVERSITY.** The Faculty of Commerce invites applications for tenure track and limited term appointments in the following areas: Finance, Accounting, Marketing, Information Systems/Management, Science/Computer Science, and Economics. Successful candidates must have strong research and teaching credentials for both undergraduate and graduate courses and Ph.D. in hand or near completion. Closing date is September 1, 1990. Candidates eligible for employment in Canada at time of application are preferred. Saint Mary's University offers equal employment opportunities to qualified applicants. Send curriculum vitae and three references to: Dr. J.C. O'Donnell, Dean of Commerce, Faculty of Commerce, Saint Mary's University, 3600 University Avenue, St. John's, Newfoundland A1B 3C3, Canada.

**THE UNIVERSITY OF NEW BRUNSWICK.** SAINT JOHN CAMPUS. Faculty of Administration invites applications in Accounting, Finance, International Business, Management, and Information Systems. Management. Introduction to Business/Micro-Organizational Behavior. Applications subject to budgetary approval. Qualifications for tenure track positions in all disciplines for consideration for permanent employment. Rank is generally Assistant Professor. Salary and rank will depend on qualifications and experience, but persons with a very strong record of demonstrated achievement may be awarded an Associate Professor position. Term positions at the rank of Lecturer and Assistant Professor are also available. Applicants holding an MBA degree or MBA with a research thesis. Persons with research positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1990. Send curriculum vitae and three references, and should be sent to: Dr. John F. Read, Head and Chair of the Search Committee, Faculty of Commerce, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada. The closing date for receipt of applications is March 31, 1990 or until the positions are filled, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are encouraged from minority groups and both genders.

**THE UNIVERSITY OF WESTERN ONTARIO.** School of Business Administration. The University of Western Ontario invites applications for instructors, lecturers, and full professors in Business Policy, Finance, Human Resource Management, Marketing, Systems, International Business, Management Accounting and Control, Management Science, Decision Systems, Production Management and Organizational Behavior. Applications subject to the availability of funds. Appointment to commence July 1, 1990. Appointments at the rank of Assistant Professor a Ph.D. or advanced dissertation stage and a demonstrated commitment to research are required. Applications should be addressed to: Professor T.H. Deutscher, Associate Dean, Human Resource Management, Business Administration, The University of Western Ontario, London, Ontario, Canada N6A 3K7, and should include a detailed curriculum vitae. Funding for the International Business program is available from the University of Western Ontario's Quality Academic and Administrative Advancement Program. The University of Western Ontario is an Equal Opportunity Employer.

**MCMASTER UNIVERSITY.** Faculty of Business. Applications are invited from candidates with research and teaching experience in one or more of the following areas: (I) Accounting/Finance; (II) Marketing/Information Systems; (III) Production/Management Science; (IV) Human Resources and Organization. Successful candidates will be encouraged to pursue research in one of the following areas: (I) Accounting/Finance; (II) Marketing/Information Systems; (III) Production/Management Science; (IV) Human Resources and Organization. Successful candidates will be encouraged to pursue research in one of the following areas: (I) Accounting/Finance; (II) Marketing/Information Systems; (III) Production/Management Science; (IV) Human Resources and Organization. Successful candidates will be encouraged to pursue research in one of the following areas: (I) Accounting/Finance; (II) Marketing/Information Systems; (III) Production/Management Science; (IV) Human Resources and Organization.

**MCMASTER UNIVERSITY.** Faculty of Business. Applications are invited for a one-year full-time appointment in the area of Accounting/Finance. Successful candidates will be encouraged to pursue research in one of the following areas: (I) Accounting/Finance; (II) Marketing/Information Systems; (III) Production/Management Science; (IV) Human Resources and Organization. Successful candidates will be encouraged to pursue research in one of the following areas: (I) Accounting/Finance; (II) Marketing/Information Systems; (III) Production/Management Science; (IV) Human Resources and Organization. Successful candidates will be encouraged to pursue research in one of the following areas: (I) Accounting/Finance; (II) Marketing/Information Systems; (III) Production/Management Science; (IV) Human Resources and Organization.

**THE UNIVERSITY OF NEW BRUNSWICK.** SAINT JOHN CAMPUS. Invites applications for the tenure track position of Co-ordinator of Co-operative Business Program to be established July 1, 1990 (subject to budgetary provisions). The Co-ordinator will be responsible for developing, implementing and directing the administration of a co-op program (one third) and teaching/research (two thirds) within the BBA program. Qualifications include experience in the administration of co-operation and related teaching and research in an area of business. Submit curriculum vitae and the names and addresses of three referees to: Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, P.O. Box 5050, Saint John, N.B. E2L 4L2. The University of New Brunswick is committed to the principle of Equity in Employment.

be an asset. The successful candidate would be expected to conduct research in the area of computing or "all but dissertation" status in a Ph.D. graduate program will be favourably considered. The University of New Brunswick is committed to the Federal Government's multiculturalism policy and encourages applications from all qualified individuals. The University of New Brunswick is committed to the principle of Equity in Employment.

**UNIVERSITY OF ALBERTA.** Research Associate in Medical Chemistry. The University of Alberta is seeking a Research Associate position in the area of the chemistry and biology of muscarinic and nicotinic cholinergic agents. The successful candidate must have a Ph.D. in organic chemistry, published research papers, and a minimum of 3 years post-doctoral experience. A knowledge of and experience in enzyme assays and binding methods is essential, as well as experience in the isolation, structure determination, and synthesis of alkaloids and natural products. The initial salary will be in the range of \$21,000 to \$23,000 (depending on experience). Completed applications with a list of publications and three professional references must be received by June 1, 1990. Respond to: Dr. W.A. Ayer, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2. The University of Alberta is committed to the principle of Equity in Employment. In accordance with Canadian Immigration and Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF OTTAWA.** Department of Chemistry. Postdoctoral Research Fellowships. The University of Ottawa is seeking candidates for one-year appointments as Postdoctoral Research Fellowships. Successful candidates will be determined by qualifications and experience. Applications should be sent to: Dr. J.M. Dignan, Chairman, Department of Chemistry, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

**UNIVERSITY OF WATERLOO.** Department of Chemistry. OCMR Postdoctoral Position in Condensed Matter Chemistry. The University of Waterloo is seeking a postdoctoral position to work on various aspects of chemisorption phenomena on molecular surfaces. The position involves LEED, TPD, PSC and other surface characterization techniques and GaAs surfaces. Other programs include the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials.

**UNIVERSITY OF ALBERTA.** The Department of Romance Languages invites applications for the position of Faculty Service Officer (FSO), commencing July 1, 1990, to develop the use of computers in two primary responsibilities: (1) to develop and maintain a database of 70% of working level in French (70% of working level in French) and (2) to develop and maintain a database of 70% of working level in French (70% of working level in French). The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials.

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in a closely related field is preferred, but a record of significant achievement in the field of computing or "all but dissertation" status in a Ph.D. graduate program will be favourably considered. The University of New Brunswick is committed to the Federal Government's multiculturalism policy and encourages applications from all qualified individuals. The University of New Brunswick is committed to the principle of Equity in Employment.

**UNIVERSITY OF NEW BRUNSWICK.** SAINT JOHN CAMPUS. The Division of Computer Science is seeking candidates for one-year appointments as Postdoctoral Research Fellowships. Successful candidates will be determined by qualifications and experience. Applications should be sent to: Dr. J.M. Dignan, Chairman, Department of Chemistry, University of Ottawa, Ottawa, Ontario, Canada, K1N 6N5.

**UNIVERSITY OF OTTAWA.** Department of Computer Science. Invites applications for a tenure-track position in Computer Science or a closely related discipline. The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials.

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quirements, priority will be given to Canadian citizens and permanent residents. Applications are invited from both women and men to apply.

## CONSUMER STUDIES

**UNIVERSITY OF GUELPH.** The Department of Consumer Studies invites applications for a tenure-track position in Consumer Studies at the level of Assistant Professor. The Department is seeking a candidate with a Ph.D. in Consumer Studies, and has extensive undergraduate and graduate programs in Consumer Studies. The Department is seeking a candidate with a Ph.D. in Consumer Studies, and has extensive undergraduate and graduate programs in Consumer Studies. The Department is seeking a candidate with a Ph.D. in Consumer Studies, and has extensive undergraduate and graduate programs in Consumer Studies.

**ST. FRANCIS XAVIER UNIVERSITY.** The Department of Nutrition and Consumer Studies is seeking a candidate for a tenure-track position in Consumer Studies. The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials.

**THE UNIVERSITY OF BRITISH COLUMBIA.** Department of Orel Biology. Invites applications for a tenure-track position at the level of either Assistant Professor or Associate Professor. The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials.

**THE UNIVERSITY OF BRITISH COLUMBIA.** Department of Orel Biology. Invites applications for a tenure-track position at the level of either Assistant Professor or Associate Professor. The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials.

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**THE UNIVERSITY OF BRITISH COLUMBIA.** Department of Orel Biology. Invites applications for a tenure-track position at the level of either Assistant Professor or Associate Professor. The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials.

**Head, Department of Drama.** University of Saskatchewan, commencing July 1, 1990. The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials.

**UNIVERSITY OF TORONTO.** Scarborough College. Ontario. Assistant Professor. The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials.

**TRINITY WESTERN UNIVERSITY.** The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials.

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**UNIVERSITY OF TORONTO.** Scarborough College. Ontario. Assistant Professor. The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials.

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**UNIVERSITY OF BRITISH COLUMBIA.** Department of Orel Biology. Invites applications for a tenure-track position at the level of either Assistant Professor or Associate Professor. The position involves the development of both lab-based and theoretical models for the study of these materials. The position involves the development of both lab-based and theoretical models for the study of these materials.



**MC GILL UNIVERSITY** Computer Engineering. The establishment of a new degree program in Computer Engineering at McGill is a result of a number of faculty openings in the Department of Electrical Engineering at McGill University. The first intake of students for the program will be effective September 1st, 1990. Applications are invited from individuals who have completed a B.Sc. degree in the undergraduate and graduate levels, and who have outstanding research potential in any of the following areas: Software Engineering, Computer Architecture, Computer Systems, Computer Systems Engineering, Parallel Computing, and Distributed Systems. The Department has a number of professors and a student body of approximately 800 undergraduate majors and 100 graduate students. There are 10 Doctoral candidates. Research areas in which the Department has strong groups are: Artificial Intelligence, Robotics, Computer Vision, Computer Graphics, Computer Vision (part of the McGill Research Center for Computer Vision), Machine Learning, Computer Systems, Machines, Computational Analysis and Design Automation, Communications and Networks, and Computer Systems Design and Test. The School of Computer Science, with its strengths in



Assistant Professor in 1989/90, \$32,875.  
 Applications and letters sent by three academic referees, should be addressed to: Dr. J.C. LeBlond, Department of History, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L7. Appointment, subject to final budgetary approval, will be effective on July 1, 1991.  
 Applications with curriculum vitae and advertisement in direct correspondence with citizens and permanent residents. McMaster University offers excellent opportunities to qualified male and female applicants.

**UNIVERSITÉ D'OTTAWA, Le Département d'histoire annonce l'ouverture d'un poste menant à la permanence.**  
 Spécialité: Histoire du Canada, et de l'Amérique du Nord. Le poste est particulièrement pour l'histoire française de l'Ontario français, lin du 19e et 20e siècles. 2. Entité en fonction: le fer 1991-1992. 3. Le poste est lié à l'enseignement dans l'enseignement sont les qualifications requises (une maîtrise) adjoindre avec qualifications requises (une maîtrise) adjoindre membre de l'Ecole des études supérieures de l'Université de la Francophonie. Bilinguisme requis pour la permanence. 6. Prière de faire parvenir un curriculum vitae, une lettre de motivation, des recommandations à: Michel D. Behiels, Directeur, Département d'histoire, Université d'Ottawa, 45 Jean Jacques, Ottawa, K1N 6N5. Date limite de réception des demandes: le 31 mars 1991. L'Université d'Ottawa est une institution d'enseignement à but non lucratif. Conformément aux exigences prescrites en matière d'immigration au Canada, les candidats doivent être des citoyens du premier lieu aux citoyens canadiens et aux résidents permanents.

**UNIVERSITY OF SASKATCHEWAN, History Department invites applications for sabbatical replacement positions in the following areas:**  
 History, 10th, 20th century preferably with specialization in Canadian-American history.



of Drosophila, insect viruses, insect field biology and apiculture. Candidates with experience and independence in molecular biology are encouraged to apply by sending a curriculum vitae and the names of two references to: Dr. J. Phillips, Department of Molecular Biology and Genetics, University of Guelph, Guelph, Ontario N1G 2W1, Canada. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents only. Salary: \$20,000 - \$30,000 per annum. The University of Guelph is committed to the Employment Equity.







effect April 1st, 1990. Salary will be \$24,000 per annum plus benefits. The appointment will be for a two-year period. Further renewal is not guaranteed. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications (including a curriculum vitae and names of three referees) and nominations should be submitted by March 31, 1990 to Dr. H. Umecwaes, Department of Physics, University of Alberta, Edmonton, Alberta, Canada T6G 2J1. The University of Alberta is committed to the principle of equality.

**UNIVERSITY OF SASKATCHEWAN,  
Faculty Position in Physics.** Applications are invited for a tenure track appointment at the Assistant Professor rank, effective September 1, 1990. Candidates should hold a Ph.D. degree in Physics. Successful candidates will be given to candidates with interests and some research experience in the areas of Atmospheric and Space Physics. Successful candidates will be expected to be active members having well established research programs. A keen interest in the development of physics as a career is highly desirable. The position is subject to budgetary confirmation. Applications, with curriculum vitae and the names of three referees should be sent before May 15, 1990, to the Department of Physics, University of Saskatchewan, Saskatoon, Saskatchewan, Canada S7N 0W0. In accordance with Canadian Immigration regulations, priority will be given to Canadian citizens and permanent residents. Enquiries to:

**UNIVERSITY OF SASKATCHEWAN.** Applications are invited for a tenure track appointment of the Assistant or Associate Professor of Physics, effective 1, 1990 or sooner. The level of appointment will depend on qualifications and experience. Duties include undergraduate and graduate teaching and research in the area of nuclear physics. The successful candidate will be at the Saskatchewan Accelerator Laboratory. Candidates should hold a Ph.D. degree or equivalent and have experience in intermediate energy nuclear physics. Please send curriculum vitae and references with curriculum vitae and the names of at least three referees should be sent before May 31, 1990 to Chairman, Search Committee for Physics, University of Saskatchewan, Box 10, Saskatoon, Saskatchewan, Canada S7N 0W0.

**UNIVERSITY OF WATERLOO.** Physics. Postdoctoral Fellowships at University of Waterloo. The University of Waterloo is offering several postdoctoral fellowships for research work in the areas of: low temperature and solid state physics, high-temperature superconductivity, particle physics and astrophysics, biophysics, plasma physics, atmospheric physics, and energy conversion and storage. The fellowships are for a period of 12 to 24 months, depending on the year by mutual agreement. Some teaching duties may be arranged. A stipend during the course of the fellowship will be provided on request. Applicants should send a resume and names of 3 references to Professor J. Van Wazer, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. For information on the application process and requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from non-residents are also welcome. An Employment Equity

## PHYSICS & COMPUTING

WILFRID LAURIER UNIVERSITY. The Department of Physics and Computing invites applications for a two-year limited term position as an Assistant Professor level, beginning September 1990.

There is a possibility that this will become a tenure track appointment. The successful candidate will be responsible for teaching and to continuing an active research program. The department is particularly interested in candidates with a background in solid state physics (experimental or theoretical), knowledge of analog/digital electronics, instrumentation, and computer programming. Communications would be an asset. In accordance with federal regulations, this notice is directed at Canadian citizens or permanent residents. Interested persons should send a letter of interest, accompanied by a c.v. and the names of at least three referees, should be sent, not later than March 31, 1990, to: Dr. J. G. Thompson, Department of Physics and Computing, Wilfrid Laurier University, Waterloo, Ontario N2L 2C5; FAX: 519-886-9351; BITNET: WLU01.

POLITICAL SCIENCE  
UNIVERSITY OF NEW BRUNSWICK

Political Science. Applications are invited for a tenure-track appointment at the rank of assistant professor to teach in the Department of Political Science at the graduate and undergraduate levels. The major area of specialization is Political Theory and the History of Western Political Thought including Modern and Postmodernism. A completed Ph.D. in an area of Western Political Thought is mandatory. The successful candidate will be expected to teach an introductory survey of Political Science and to develop a new seminar on budgetary opportunity. Apply by sending a Curriculum Vitae and the names of three referees to: Chairperson, Department of Political Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. Applicants are requested to submit applications in accordance with the University of New Brunswick Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of Employment

Equity.

ST. THOMAS UNIVERSITY invites applications for tenure-track appointment. Applications completed or near completion. Priority for individuals from Soviet, American or Canadian government. Ability to teach in French desirable. Rank and salary commensurate with qualifications and experience. Send applications with CV and names of three referees to Dr. Peter MacDonald, Chairman, Department of Social Sciences, St. Thomas University, Fredericton, N.B. E3B 5G3. Applications are invited from any qualified Canadian citizen or permanent resident to whom, in accordance with Canadian immigration requirements, this ad is directed. Closing date March 31, 1990.

**YORK UNIVERSITY, Glendon College,** is seeking a full-time faculty member. Applications are invited for an entry-level position at the rank of Assistant Professor in the field of Comparative Politics, commencing July 1, 1990. Candidates must have a Ph.D. in Comparative Politics and French and will be required to teach in both languages. Candidates should hold a completed or nearly completed Ph.D. in Comparative Politics and should have a strong background in European Politics. An ability to teach in the area of Canadian Politics would be an asset. Duties will include undergraduate and graduate teaching, research, and supervising graduate students. Salary will be in accordance with the collective agreement. Send curriculum vitae with names of three referees to: Dr. T.A. Heinrichs, Department of Political Science, Glendon College, 2275 Bimley Avenue, Toronto, Ontario, M4N 3M6. Application deadline: April 30, 1990. York University is an equal opportunity employer. Minorities and women are encouraged to apply.

tion for women faculty. In accordance with the University's policies and regulations, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITÉ DYK, Collège Glendon.** Le Département de sciences politiques est ouvert à l'admission pour la prochaine année scolaire. Les candidats sont invités à se présenter au domaine de la politique comparée. Le domaine d'entrée en fonction est le baccalauréat en sciences politiques. Les candidats sont capables d'enseigner en anglais et en français. Le candidat doit avoir une expérience politique ou un doctorat en sciences politiques (ou un doctorat en philosophie) et avoir une solide formation de base en philosophie. Les candidats doivent être capables d'enseigner dans le domaine de la politique internationale et de la politique canadienne sous un aspect comparatif. Les candidats doivent avoir une expérience d'enseignement au niveau du premier cycle. Les candidats doivent avoir une expérience de 3 cycles, recherches Salaire conforme à la convention collective. Les candidats doivent être citoyens canadiens ou permanentes de ce pays. Le curriculum vitae et le nom des trois répondants doivent être envoyés au Département de sciences politiques, Collège Glendon, 2275 Beview Avenue, Scarborough, Ontario, M1S 1B3. Les candidats doivent déposer des candidatures le 30 avril 1990. Les candidats doivent être prêts à être recrutés en matière d'emploi et en matière de salaire.

**Recevoir les candidatures de professeurs de sciences politiques.** Le Département d'Administration, Canada, cette annonce est adressée aux citoyens canadiens et

UNIVERSITY OF REGINA, Department of Political Science, The Department of Political Science is seeking applications for a tenure stream appointment of the Assistant Professor level in the fields of International Law and International Relations. This appointment, which is subject to budgetary approval, will be for a three year period. Applicants should also be capable of teaching introductory classes, as well as of contributing to the development and underdevelopment as well as strong research interests in the areas of Public Policy such as Labour, Environment, Health and the Media are required. Appointments will be made on the basis of demonstrated ability to conduct research in the above areas, and be able to teach at the introductory level. Applicants should send their curriculum vitae, and arrange for the forwarding of three references to: Dr. J. A. G. Regehr, D. de Villeger, Dean of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. The closing date for applications is April 15, 1990, in accordance with Canadian law. The successful candidate's appointment is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity. We welcome applications from all, especially those with disabilities, visible minorities and women.

accepted. Applications are being accepted for a tenure-track faculty position from individuals in competitive politics or political science, with a focus on one or more of (i) Soviet Politics, (ii) Eastern European Politics, (iii) Chinese Politics, and (iv) Asian Politics. The position will be appropriately qualified to teach a general introductory course as well as courses of more advanced levels. Salary is \$18,000 per year, with a 5% annual increment effective July 1, 1990 or by arrangement. Completion open until March 31, 1990. For more information, contact the curriculum vitae to Professor R. Woodworth, Chair, Department of Political Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The most important position is subject to budgetary approval. It is the intention of the University of Waterloo to fill this position with Ph.D. graduates appointed to assistant Professors wherever possible. Applications from women candidates are particularly welcome. An Employment Equity Employer.

## POLITICAL STUDIES

**UNIVERSITY OF SASKATCHEWAN.** We invite applications for a twelve-month appointment at the level of Instructor, commencing July 1, 1990. Salary scale: \$25,741 - \$33,281. Fields open, but specialization in Comparative Politics and Area Studies preferred. In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents. Applications, including a curriculum vitae, transcripts and three letters of reference should be sent to: Professor J.C. Courtney, Chairman, Recruitment Committee, Department of Political Studies, University of Saskatchewan, Saskatoon, Saskatchewan S0N 0A0.

**LAKEHEAD UNIVERSITY.** The Department of Political Studies at Lakehead University invites applications for one full-time limited-term teaching position beginning July 1, 1990. In the field of Canadian politics policy. The Department is especially interested in applicant's with experience in the areas of: Canadian Aboriginal Politics, Territorial Politics, or the Circumpolar Region. Subject to budgetary approval, this position may be converted into a tenure-track appointment. For consideration, send a curriculum vitae with the names of three referees to: Dr. J.H.M. Whillfield, Dean of Arts and Sciences, Lakehead University, 955 Lakeshore Blvd. E., S.172, Thunder Bay, Ontario, Canada P7B 5E1. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is an equal opportunity institution and qualified women are encouraged to apply. An Equal Opportunity

**UNIVERSITY. Political Studies.** Applications are invited for a permanent replacement position in the Department of Political Studies at the senior level, beginning July 1, 1990. The successful candidate will be expected to teach Political Philosophy and Comparative Politics/Developing Areas. Completed applications should be sent to: Dr. A. F. MacLennan, Department of Political Science, Dalhousie University, Lemsvoile, Quebec B6H 1Z7. A curriculum vitae and the names of three referees should be submitted. Applications will be received until the position is filled. This position is advertised under the opportunity and Canadian Immigration Act.

**SCHOSH'S UNIVERSITY. Political Studies.** Applications are invited for a permanent replacement position in the Department of Political Studies at the senior level, beginning July 1, 1990. The successful candidate must be competent to teach Political Theory and Methods, and Comparative Politics. Publications are preferred. Applications should be sent to: Dr. J. A. MacLennan, Department of Political Science, Schosh's University, Lemsvoile, Quebec B6H 1Z7. A curriculum vitae and the names of three referees should be included. Applications will be received until the position is filled. This position is advertised under the opportunity and Canadian Immigration Act.

## PROBLEM CENTERED STUDIES

**UNIVERSITY COLLEGE OF CAPE TOWN** Assistant Professor, Problem Solving in the Community. We are seeking in a unique, non-traditional manner a person with a Ph.D. to fill the inter-disciplinary faculty-level position of only one University College. Do you have a Ph.D. in a field that is a graduate program which emphasizes process-oriented learning, problem-solving, and the use of the community as a workplace experience? The University is currently seeking a person to replace an innovative B.A. program, which combines the rigour of the traditional academic with the experience of the workplace. The person must have experience of process-teaching in small group settings. The University College is currently seeking a person to replace a person, who would hold the Ph.D. in Arts and Social Sciences, and have experience in the social Sciences. An interest and/or experience in the community development field is essential. The successful applicant will teach Problem Solving Studies (small group, process-oriented learning) and will be a member of the Division of Development Studies and the Department of Social Sciences. We are commensurate with qualifications, teaching and employment experience. Salary is R169 910 to R275 600 - \$38,000. This is a full-time teaching position. Application should be sent to the Director of Development Studies in filled. Applicants should send their curriculum vitae and three references to: Professor David E. M. Head, Division of Development Studies, University College of Cape Town, P.O. Box 5300, Sydney, N.S. BIP

PSYCHIATRY  
THE UNIVERSITY OF BRITISH COLUMBIA

tefsho will have previous administrative experience with demonstrable leadership and team building skills. Candidates must be eligible for medical licensure in British Columbia. In accordance with the requirements and requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of British Columbia is committed to the Federal Government's Employment Equity Program and encourages applications from all qualified individuals. Applications are available July 1, 1990. Closing date is April 30, 1990 or until a suitable applicant is found. For more information, contact the Human Resources Department, 1160 University Avenue, Vancouver, B.C. V5Z 1M5.

PSYCHOLOGY  
UNIVERSITY OF MINNESOTA, T

**UNIVERSITY OF WINNIPEG.** The Department of Psychology of the University of Winnipeg invites applications for a tenure track position in Social Psychology at the assistant or associate rank. A Ph.D. in psychology is required. A quality of research program is more important than area of expertise. Subject to budgetary approval, appointment will be effective September 1, 1990, but might be made as early as July 1. Appointment, in addition to a salary, three levels of reference, and a sample of representative work should be sent to: Dr. H. Bradbury, Chair, Personnel Committee, Department of Psychology, University of Winnipeg, Winnipeg, Manitoba R3B 2E9.

**ST. JOHNS UNIVERSITY OF NEW BRUNSWICK** is a large, comprehensive university in the four Atlantic Provinces. There are 18,000 undergraduates (10,000 full time) and 1,100 graduate students. The University has 45 full time faculty members with active research interests in Biopsychology, Behavioural Neuroscience, Clinical Psychology, Developmental Psychology, Human Span Development, Perception, Cognition and Motor Behaviour, and Social Psychology. We currently offer a Ph.D. in Psychology with a concentration in Biopsychology and are expanding our clinical program from the Masters to the Ph.D. level. We are seeking a highly motivated psychologist at the Assistant, Associate, or Full Professor level to assist in implementing the new Ph.D. program. The successful candidate will be responsible for the position should send their c.v. and the names of three referees to: Dr. J.S. Ross, Head, Psychology Department, St. John's University, New Brunswick, Canada A1B 3X6.

**DEPTN, Department of Psychology**  
Applications are invited for a tenure track position in the Department of Psychology, approved by the Assistant Professor level to commence July 1, 1990. The highest consideration will be given to candidates with expertise in developmental psychology with applied interests. Candidates with training in areas such as clinical, community, applied social, counselling, and organizational psychology will also be considered. The organizational work will have a high priority. Applicants should be individuals in all areas of psychology with a strong research focus. Applicants should hold a Ph.D., have demonstrated teaching ability, have a proven research record, and have research interests and be willing to involve undergraduates in research or other applied projects. The successful candidate must meet immigration requirements, this notice is directed to Canadian citizens and permanent residents. For more information please forward an application letter, a curriculum vitae, representative samples of published work, and evidence of research competence and three letters of reference sent directly from the referees to: Dr. J. A. Stewart, Department of Psychology, University of Nova Scotia, P.O. Box 1000, Nova Scotia, Canada B1P 6L2. Closing date for applications is April 30, 1990 or until the position is filled.

**LAKEHEAD UNIVERSITY.** The Department of Psychology, at Lakehead University, invites applications for a tenure-track position to begin July 1, 1990. We seek a person with a Ph.D. in the following areas of specialization: Sensory Processes and Perception or Perceptual aspects of Clinical Neuropsychology. We would prefer applicants who have a proven research record and who teach at both the graduate and undergraduate levels. Salary and rank will be commensurate with experience. The successful candidate will have a Ph.D., a M.A. or a curriculum vitae, and three letters of reference to: Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, 933 Lakeshore Blvd. E., Sault Ste. Marie, Ont. P6A 3B5. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is an equal opportunity policy and qualified women are encouraged to apply.

**UNIVERSITY OF PRINCE EDWARD ISLAND**  
**Department of Psychology**  
 Applications are invited for a limited term, nine-month replacement position, nine-month term, full-time position, in the Department of Psychology. Minimum qualifications: M.A. or M.Sc. in Psychology, preferred; 3 years of experience in one or more of the following areas: Introductory Psychology, Research Methods, Abnormal Psychology, Statistics, Experimental Psychology, and Developmental Psychology. Successful candidates will participate in the supervision of undergraduate student research. Salary: \$20,000.00 to \$24,000.00. Salary commensurate with experience. For consideration, send a maximum of 300,000.00. Address to Whom Inquiries Should Be Sent: Inquiries should be sent to the Department of Psychology, University of Prince Edward Island, Charlottetown, P.E.I., Canada A1C 6X1.

**1. C1A 4P3. 5. Effective Date of Appointment:** The effective date of appointment is September 1, 1990. 7. **Closing Date for Receipt of Applications:** Applications will be received until position filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

**UNIVERSITY OF LEDBRIDGE**  
Psychology, 1 Title Assistant Professor, ten-and-half month term appointment, commencing September 1, 1999. The position is in the Department of Psychology and Behavioural Neuroscience, strong teaching and research emphasis. The successful candidate will be in accordance with the Canadian Immigration Regulations, this advertisement is for an individual who is a permanent resident of Canada. The University is seeking individuals who have a strong academic background in psychology, research and scholarship. Men and women are encouraged to apply. The successful candidate will be expected to teach a range of courses in psychology, including the courses of all levels of the program. The minimum salary is \$34,000 per annum. The successful applicant will have a relevant teaching experience, curriculum vitae, list of publications, and references. Send to: Three letters of reference, and a sample of your work, to be sent to: Dr. Bryan Korb, Department of Psychology, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4.

Date: 01 July 1990  
 UNIVERSITY OF WESTERN ONTARIO  
 The Department of Psychology of the  
 University of Western Ontario is  
 invites applications for 10-month senior  
 teaching appointments and  
 one-year replacement positions for the  
 academic year. The successful  
 candidate will be expected to teach a  
 number of one of two or three courses depending  
 on responsibilities. Individuals  
 with an M.A. or Ph.D. in psychology  
 and with a minimum of five years of  
 teaching experience in psychology  
 areas with strong academic and  
 teaching records are encouraged to apply.  
 The scheduled starting dates, subject  
 to university approval are July or  
 September. For more information  
 on, including a curriculum vitae, copies  
 of recent publications, and three letters

recommenda-  
tion, should be sent to  
the Department of  
Psychology, The University  
of Western Ontario, London, Ontario, N6A  
2T2. In accordance with Canadian im-  
migration regulations, the position is  
restricted to Canadian citizens,  
permanent residents of Canada. Ap-  
plicants from women scholars are  
strongly invited. An equal opportunity  
employer.

**GHDP'S UNIVERSITY, Psychology.** Applica-  
tions are invited for a one-year im-  
migration position. The position  
is the Assistant Professor or Lecturer  
in the field. The position commences July 1,  
1984. A Ph.D. and teaching experience at  
the university level are required. The  
candidate is expected to teach three  
graduate courses per semester.  
Responsibilities include Research methods,  
Statistics, and the History of Psychol-  
ogy. The salary of an Assistant  
Professor starts at \$34,000. Send applica-  
tion with curriculum vitae to: Dr. A.F. de  
Gruyter, Department of Social Sciences,  
Duchow's University, Louisville, Missis-  
sippi 38272. Ask three referees to write  
letters to Dr. de Man.

**RESEARCH ASSISTANT** positions are available for two twelve-month assignments beginning September 1, 2006. The following qualifications are required:

- Master's degree in Educational Psychology, Research Methods and Statistics, or related field.
- Minimum one year research experience.

Applicants should send their resumes, transcripts, and references to the Department of Child Learning University, 1000 University Avenue, Room 1000, University of Wisconsin-Madison, Madison, WI 53706-1608. Salary commensurate with experience.

[illegible]

Department of Psychology, University of Guelph, Guelph, Ontario N1G 2W1. The University of Guelph is committed to Employment Equity. Subject to final budgetary approval.

**Department of Psychology.** Applications are invited for two two-year term positions (one full-time and the other half-time) at the University of Prince Edward Island, beginning July 1, 1990 (salary range, \$3,800 - \$45,118). Duties include teaching, research, and supervision of undergraduate students. Candidates with a Ph.D. should have a strong research record, and candidates with expertise in research design and statistics will be given preference. To apply, The Department will consider applications from any area of research specialization, but our primary teaching responsibilities are in areas including Introductory psychology, and a variety of courses in developmental, cognitive, and neuropsychology. In accordance with the University's requirements, this advertisement is restricted to Canadian citizens and permanent residents. Applicants should forward a curriculum vitae and three references submit letters of reference (in Cheeseman, Acting Head, Department of Psychology, University of Prince Edward Island, Charlottetown, Saskatchewan, S9N 0W9).

[illegible]

**UNIVERSITY OF SASKATCHEWAN**  
Department of Psychology. A tenure-track Assistant Professor position in the Department of Psychology, University of Saskatchewan will be open July 1, 1990. The appointment will be at the Assistant Professor level (salary range: \$34,380 - \$42,960, 1989 APSA scale). Applicants must be able to demonstrate strong research potential, and candidates with some experience in research in the area of statistics are especially encouraged to apply in accordance with Canadian immigration requirements; this advertisement is directed at Canadian citizens and permanent residents. Applicants should forward a curriculum vitae, and have at least two references (one must be from a psychology department). Send to: Dr. Jim Cheesman, Acting Head, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W6.

**UNIVERSITY OF WATERLOO.** Department of Psychology. Applications are invited for an anticipated opening at the position of Assistant Professor in the areas of Cognitive Methods, Applied Measurement and Programme Evaluation. A Ph.D. in psychology is required. Applicants with particular expertise in experimental and structural models will have an advantage. Responsibilities will include teaching undergraduate and graduate courses in experimental and structural models, development of an active research programme, supervision of student research and collegial participation in department activities. Salary is competitive. Interested Applicants should submit a cover letter, vita and samples of scholarly work, and could arrange to have at least three references (or one reference and two letters) sent to: Dr. Gary Walter, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, N2L 3G1. The appointment is subject to satisfactory approval and can be made at any time after September 1, 1990. In accordance with Canadian immigration requirements, this verification process may be completed by the prospective applicant, or by a Canadian sponsor, or by a Canadian sponsor.

**WELCOME TO DIVERSITY.** Pending budgetary approval, the Child Studies Program at Brock University will have up to three probationary and/or temporary full-time faculty positions in July 1992. The Assistant or Associate Professor level. Child Studies is a large interdisciplinary program with participating faculty from psychology, sociology, anthropology, and Physical Education/Recreation. Individuals with a Ph.D. or ABD from one of these disciplines with research and teaching experience in child studies are encouraged to apply. Please send curriculum vitae, three letters of reference and sample publications to: Dr. Robert J. Phillips, Child Studies Program, Brock University, St. Catharines, Ontario Canada L2S 9A4. Applications will be considered until positions are filled. Please also provide immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Brock University is an equal opportunity employer. Smoking at Brock University

**TEEN'S UNIVERSITY, Department of Psychology.** Two or more tenure track positions are available starting 1 July 2010 in the following areas: Visual perception with expertise in computational modelling/artificial intelligence, clinical neuropsychology, behavioral







par le biais du CEGC.





## Memorial University of Newfoundland

The School of Nursing invites applications for tenure track teaching positions in the undergraduate program.

Applicants should have at least a Master's degree with clinical experience. Clinical areas of nursing needed are: pediatrics, medical/surgical, community health, maternal-child and psychiatric nursing.

In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents.

Salary will be in accordance with the collective agreement. Applications, accompanied by a curriculum vitae and the names and addresses of three referees, should be submitted by March 31, 1990 to:

Dr. Y.S. Ribeiro  
Acting Director and Associate Professor  
School of Nursing  
Memorial University of Newfoundland  
St. John's, Newfoundland  
A1B 3X6  
(709) 737-7271  
Fax: (709) 737-6400

### HOME ECONOMICS EDUCATION

Applications are invited for a half-time, one-year Instructor position in Foods Education commencing July 1, 1990. Master's degree required with background in foods, food service management and education. Public school teaching and foods industry experience are assets. Responsibilities include teaching two undergraduate foods courses and one food service management course with corresponding laboratories. Other related department service responsibilities will be included. Salary will commensurate with experience and qualifications.

Candidates should send letter of application, résumé, and names of three referees by April 16, 1990 to:

Prof. James Clair  
Division of Adult and Vocational Education  
Faculty of Education  
University of New Brunswick  
Fredericton, N.B. E3B 6E3  
(Fax: (506) 453-3569)

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF NEW BRUNSWICK



## University of Prince Edward Island

### Program Development Director for Nursing

The University of Prince Edward Island invites applications for a Program Development Director to design a generic Baccalaureate Program in Nursing. Prince Edward Island is making the transition from a diploma program to its first degree program in nursing. U.P.E.I. plans to register the first class of nursing degree students in September 1992. This presents a unique opportunity for a creative professional nursing educator to help design and influence the future course of nursing education in the region. The Program Developer's tasks will include determining program design, budget needs, student enrolment, faculty requirements, and physical facilities.

Candidates will have a doctoral degree with at least a Master's degree in nursing; demonstrated competence in program development; previous experience with transitional situations; and be eligible for registration with the Association of Nurses of Prince Edward Island.

The contract term for the Program Development Director is for one year, effective July 1, 1990, and will be renewed as required. The successful candidate may apply in competition with other qualified candidates, for the position of head of the program when that position is advertised. The salary is consistent with the qualifications stated and is in the full professor range.

Applicants should forward a letter of application with curriculum vitae, and have three references sent by referees by April 30, 1990 to

Dr. J. Charles Cheverle  
Chairperson, Search Committee  
University of Prince Edward Island  
Charlottetown, Prince Edward Island  
C1A 4P3

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

## DIRECTOR GREAT LAKES INSTITUTE

The University of Windsor invites applications and nominations for this position. The administrative appointment, to be filled July 1, 1990 or as soon as possible thereafter for an initial term of 5 years, will be concomitant with a senior professorial appointment to a Department associated with the Institute.

Departments contributing to the Great Lakes Institute include Biological Sciences, Chemistry and Biochemistry, Civil and Environmental Engineering, Geography, and Geology. Research interests of the Director should interact with one or more of environmental toxicology, water resources, climatology or fresh water sedimentology.

The successful candidate will have a commitment to Great Lakes research, management skills essential to work in an interdisciplinary setting, and demonstrated ability to secure external funding.

The Great Lakes Institute, with a current operating budget of \$500,000 from grants and contracts, is the only university based unit in Canada dedicated to interdisciplinary research on Great Lakes problems. The Institute was established in 1981 and has recently undergone a review of its activities in light of its mandate.

The University is committed to equity in employment and female candidates are especially encouraged to apply. In accordance with Canadian Immigration requirements this notice is directed to Canadian citizens and permanent residents.

Applications, accompanied by curriculum vitae and the names of three referees, should be sent to the address below. Applications will be considered as received.

Dr. J.A. McCorquodale  
Chair, Search Committee  
Director, GLI  
University of Windsor  
Windsor, Ontario  
N9B 3P4

Telephone: (519) 253-4232  
Fax: (519) 973-7050



UNIVERSITY OF  
WINDSOR

### LEDDY LIBRARY SCIENCE LIBRARIAN

The Leddy Library, University of Windsor requires a professional librarian to assume duties within the Reader Service Department as a science librarian, effective June 1, 1990. This librarian will assist in developing the collection of science materials; provide general reference service; maintain close liaison with the University's science departments; conduct online searches using a variety of services; and deliver bibliographic instruction.

Canada's southernmost university, the University of Windsor, has 9245 full-time students, of whom 606 are enrolled in graduate programmes, as well as 5076 part-time students. The University is organized in nine faculties including the Faculty of Science, the Faculty of Engineering and the Faculty of Graduate Studies and Research. Its curricular and research interests are served by the Leddy Library with collections in excess of 1 million volumes and an annual materials budget of \$1.5 million. Implementation of the NOTIS integrated system is underway. The position has excellent academic benefits, including eligibility for sabbatical and study leaves. Because of its location, the City of Windsor offers proximity to the amenities of a large metropolitan centre, with a rich variety of cultural and a recreational opportunities, and the benefits of a mid-size city, including an affordable housing market.

Applicants must have a MLS degree (or equivalent qualification) from an accredited library school. A degree in science or appropriate experience in a science library is preferred. Salary will be commensurate with qualifications and experience.

In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment and female candidates are encouraged to apply.

Consideration of applicants will begin April 2, 1990. Please send your curriculum vitae and the names of three referees to:

Madge MacGown  
University Librarian  
University of Windsor  
Windsor, Ontario  
N9B 3P4  
Fax (519) 973-7076



UNIVERSITY OF  
WINDSOR



## McGill

McGill University — Faculty of Medicine. Applications are invited for the position of Chair Department of Biochemistry, Ph.D. and/or M.D. with sound academic/research credentials; must have extensive knowledge of all facets of Biochemistry with strong emphasis on research; experience in educational design and execution of undergraduate and graduate and postgraduate training programs; administrative experience in an academic setting. Will be responsible for the entire administration of the Department of Biochemistry; for maintaining, and even strengthening the educational programs at all levels; and for the maintenance and continuing development of strong research components. Minimum appointment at the Associate Professor level. Salary commensurate with qualifications and experience. Please send applications to Dr. Richard L. Cruess, Dean, Faculty of Medicine, McGill University, 3655 Drummond Street, Montreal, Quebec, H3G 1Y6 by April 30, 1990. In accordance with the Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada.



## University of Alberta Edmonton

## Professeur(e) en Éducation Faculté Saint-Jean

La Faculté Saint-Jean sollicite des candidatures au poste de professeur(e) adjoint(e) ou agrégé(e) en psychologie de l'éducation. Ce poste ouvre la voie à la permanence.

### Exigences:

Doctorat désirable. Maîtrise exigée. De l'expérience au niveau universitaire dans l'enseignement de la psychologie de l'éducation. De l'expérience dans l'enseignement à l'élémentaire ou au secondaire serait un atout.

### Responsabilités:

Enseignement au niveau du baccalauréat des cours de psychologie de l'éducation, particulièrement la communication interpersonnelle, les relations humaines et la relation école-famille-communauté. Encadrement de stagiaires.

### Traitement:

Varie de \$34,970 à \$45,352 (échelle 1989-90) en fonction des titres et de l'expérience.

### Date d'entrée en fonction:

Le 1er juillet 1990.

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents.

La date limite de réception des demandes est le 31 mai 1990. Prière d'envoyer un curriculum vitae et les noms de trois répondants à:

Dr. J.A. Bour, Doyen  
Faculté Saint-Jean  
University of Alberta  
8406, rue Marie-Anne Gaboury  
Edmonton, Alberta T6C 4G9

University of Alberta adhère activement au principe de l'équité en matière d'emploi.



## SOCIAL SCIENTIST

To join a multidisciplinary health care research team at the faculty level. Areas of interest of the team are: health care of the elderly and poor, prevention, home based care, and communication between physicians and patients.

We are seeking an individual with a Ph.D. in one of the social sciences, research experience relevant to one or more of the above areas of interest and demonstrated skills in quantitative and qualitative research methods.

This position is funded by the Ontario Ministry of Health as part of a health system linked research unit for four years with a renewal option for a further five years.

Appointment in the Department of Family Medicine will be at assistant professor rank with salary commensurate with education and experience.

Send letters of application with a curriculum vitae and the names of three references to Dr. Martin Bass, Director, Centre for Studies in Family Medicine, Kresge Building, The University of Western Ontario, London, Ontario N6A 5C1 by April 6, 1990.

Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this ad is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is an Equal Opportunity Employer.

## FACULTY OF BUSINESS ADMINISTRATION

Full-time, (tenure-track or limited term) and seasonal positions available in the following fields: (i) accounting, (ii) finance, (iii) management science, (iv) marketing, Ph.D. (or ABO) required for tenure-track positions. MBA acceptable for limited term appointments. Relevant business, teaching and research experience is desirable. Positions involve research and teaching in dynamic undergraduate and MBA programs. Salary and rank depend on qualifications and are competitive.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University is committed to equity in employment. Female candidates are especially encouraged to apply. It is the intention of the University to fill its vacancies with Assistant Professors whenever possible.

Each applicant should send curriculum vitae and the names of three referees to: Dr. Norm Solomon, Acting Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4. Fax (519) 973-7073.

SCHOOL OF OCCUPATIONAL THERAPY AND PHYSIOTHERAPY  
MCMASTER UNIVERSITY  
FACULTY POSITION — PHYSIOTHERAPY

Applications are invited for a full-time faculty position in a new School of Occupational Therapy and Physiotherapy in the Faculty of Health Sciences, McMaster University. The Faculty of Health Sciences is characterized by interdisciplinary, interprofessional and inter-institutional co-operation, with overall goals of excellence in education, research and service. This position offers the opportunity to be involved in the development of new undergraduate programs, and the current Master of Health Sciences and Bachelor of Health Sciences programs. The Faculty is also discussing a new doctoral program in Health Sciences. The qualified candidate should be a Physiotherapist, holding a Masters or PhD degree with experience in education and curriculum development especially focused on problem based learning. Experience in clinical practice as well as a demonstrated commitment to research is also required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Letters of application, including a description of education and research experience, accompanied by a curriculum vitae and names of three referees should be sent to:



Ms. Mary Tremblay  
School of Occupational Therapy and  
Physiotherapy  
Faculty of Health Sciences  
McMaster University  
Hamilton, Ontario  
L8N 3Z5  
(416) 575-2524

McMaster University is an equal opportunity employer.

The University of Manitoba  
Faculty of DentistryHEAD  
REHABILITATIVE DENTAL SCIENCES

Applications and nominations are invited for the position of Head, Department of Rehabilitative Dental Science. This Department has responsibility for the teaching of Dental Anatomy, Dental Materials, Removable Prosthodontics, Fixed Prosthodontics, Endodontics, Operative Dentistry to undergraduate dental students and some courses to Dental Hygiene students in a diploma program. A graduate program in Fixed and Removable Prosthodontics is being considered for development by this department. In addition, some members of the department perform teaching functions for other graduate programs within the Faculty.

The successful candidate should have significant experience in administration, teaching, research and clinical care. Advanced education in one of the disciplines of the department would be highly desirable. The ability to stimulate research of either a clinical or a basic nature should also be evident.

Salary and rank are negotiable dependant on qualifications and experience. The candidate must be eligible for licensure in the Province of Manitoba. Private practise privileges are available.

Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents.

The position will be open July 1, 1990 and applications will be received until the position is filled.

Applications with curriculum vitae, and the names of three referees should be forwarded to: Dr. R.E. Jordan, Dean, Faculty of Dentistry, University of Manitoba, 780 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W2.

TENURE STREAM POSITION  
IN SURVEYING ENGINEERING  
UNIVERSITY OF NEW BRUNSWICK

The Department of Surveying Engineering, University of New Brunswick (Fredericton Campus) invites applications from both men and women for a tenure stream position beginning 1 September 1990. The position will be at the rank of Assistant Professor or higher, depending on the qualifications. A preference will be given to those candidates who have a Ph.D., or equivalent, degree in surveying. The applicants have to be qualified to register as a professional engineer in New Brunswick. A land surveyor's commission and relevant industrial experience would be highly desirable. The successful candidate is expected to coordinate, teach, and further develop courses at the undergraduate and graduate levels in field surveying and in professional land surveying subjects. The candidate is also expected to develop programs of externally funded research.

Applications, including detailed curriculum vitae, a list of publications and the names of at least three referees, should be submitted no later than June 1, 1990 to:

Dr. Adam Chrzanowski  
Acting Chairman  
Department of Surveying Engineering  
University of New Brunswick  
P.O. Box 4400  
Fredericton, N.B., E3B 5A3

The above position is subject to budgetary approval by the university. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity.



## UNIVERSITY OF NEW BRUNSWICK

## SIMON FRASER UNIVERSITY



The Faculty of Education requires a Seasonal Instructor for the 1990 Summer Semester (May to August) to teach the following graduate level course:

EDUC 823-5: Curriculum & Instruction in an Individual Teaching Specialty

## CALENDAR DESCRIPTION:

An intensive examination of developments in a curriculum selected by the student. In addition the course will deal with major philosophical and historical factors that influence the present state and future directions of curriculum and instruction.

## QUALIFICATIONS:

- Doctorate in Education (doctoral students will be considered)
- Previous experience in Instruction at the University level and specifically in the course noted above
- Proven record of scholarly work and publications
- Knowledge of and experience with the instructional use of micro-computers
- Candidates must be eligible for employment in Canada at time of application.

## APPLICATION:

Applicants should include current address, home and office telephone numbers, social insurance number, citizen status and an updated curriculum vitae. The appointment will be made in accordance with the collective agreement between Simon Fraser University and the Teaching Support Staff Union (AUCE Local 6).

Please submit application to:

Assistant to the Director  
Graduate Programs  
Faculty of Education  
Simon Fraser University  
Burnaby, B.C. V5A 1S6

Closing date for application: March 30, 1990

## MOUNT SAINT VINCENT UNIVERSITY



Invites Nominations and Applications  
for appointment to:

THE NANCY ROWELL JACKMAN CHAIR IN  
WOMEN'S STUDIES

The Chair is designed to bring to the University visiting scholars in Women's Studies or persons in public life who have contributed to the advancement of women, for a term ranging from one to two years, renewable, beginning July 1, 1991 (negotiable). The holder of the Chair should be a distinguished scholar or generalist of stature. Duties associated with the chair include public presentation for audiences on and off campus, the teaching of one course in women's studies and conducting stimulating research.

Nominations and/or applications, the latter accompanied by a curriculum vitae and the names and addresses of three referees, should be sent prior to April 15, 1991 to:

Dr. Susan M. Clark  
Nancy Rowell Jackman Chair in  
Women's Studies  
Mount Saint Vincent University  
Halifax, Nova Scotia  
B3M 2J6



## Cariboo College

CARIBOO COLLEGE  
A UNIVERSITY-COLLEGE  
INVITES APPLICATIONS  
FOR THE POSITION OF ASSOCIATE DEAN

## COMPETITION #90-500

Applications are invited for the position of Associate Dean — Business, Computing and Mathematics Division. The Associate Dean assists the Division Dean in providing academic and administrative leadership to a diverse group of departments: Mathematics and Statistics, Computing, Commerce and Economics, Tourism and Recreation Management, Office Administration programs, and Business Administration programs.

The successful candidate will have a Ph.D. and administrative experience at the senior college or university level, an excellent record of achievement and will have demonstrated excellence in teaching, research and administration.

Appointment will be effective at the earliest mutually agreeable date. CLOSING DATE: APRIL 6, 1990  
PLEASE FORWARD CURRENT RESUME, NAMES OF AT LEAST 3 REFERENCES, AND FORMAL VERIFICATION OF EDUCATIONAL LEVEL, INDICATING THE COMPETITION NUMBER TO:

MR. LES HART  
DIRECTOR OF HUMAN RESOURCES  
CARIBOO COLLEGE  
Box 3015  
Kamloops, B.C. V2C 6N3

AN EQUAL OPPORTUNITY EMPLOYER



## The University of Calgary Chair in Insurance and Risk Management

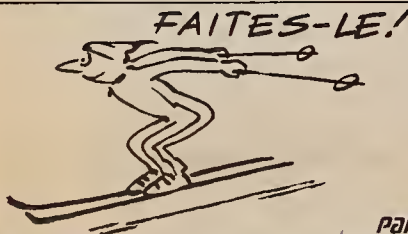
The University of Calgary invites applications and nominations for the newly established Chair in Insurance and Risk Management, the first English University level program in Canada. The Chair end program, developed in response to market needs, enjoys a \$2.4 million endowment by the insurance industry and the Province of Alberta. The successful candidate will be responsible for implementing the new program and will teach and conduct research in the fields of insurance and risk management. The candidate will have: an international reputation in scholarship; leadership, communication and organizational skills; and in-depth knowledge of the industry. Salary is negotiable. The initial appointment will be for a five-year term beginning July 1, 1990.

The University of Calgary provides a stimulating research and teaching environment. It is located in a dynamic city, one of Canada's major financial centres with unsurpassed recreational opportunities. The Faculty of Management, which offers AACSB accredited programs, is housed in Scurfield Hall, a building specifically designed to meet the needs of management education. The Faculty's Future Fund in excess of \$12 million is used to facilitate research and development.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary has an Employment Equity Program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities, and people with disabilities.

Nominations and applications must be submitted before March 31, 1990 to:

Search Committee  
Chair in Insurance and Risk Management  
c/o Dr. M. Brinkerhoff  
Office of the Vice-President (Research)  
The University of Calgary  
2500 University Drive N.W.  
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**PARTICIPATION**



Toronto, Canada

## Director, Centre for Health Studies

Applications are invited for the position of Director of the Centre for Health Studies.

The appointment will include a tenured position in a Social Science Department at the full or associate professor level. York University's Centre for Health Studies is an interdisciplinary research unit, interested in theoretical and applied studies of social and environmental barriers to health and health care. Its six current research programmes focus on: The Political Economy of Health; Health Policy, Institutions and Professions; Women and Health; Culture, Ethnicity and Health; Mental and Physical Fitness; Health and Environment.

Applicants should have a strong background in social science perspectives on health; a strong record of research, or equivalent experience, in the broadly defined field of health studies; a strong publications/reports record; demonstrated administrative experience; excellent leadership, interpersonal and public relations skills; dedication to the principle and practice of culturally sensitive training, service and care; the ability to organize an interdisciplinary graduate teaching programme; fund-raising experience; energy, enthusiasm and established credibility. Applicants should also have an articulate vision for developing and guiding this innovative, interdisciplinary unit through its formative years, for facilitating the research and teaching endeavours of its members, and for engaging with the wider academic, clinical/service and general communities.

It is expected this appointment will be made, subject to final budgetary approval, effective September 1990 or early 1991.

Applications including curriculum vitae, covering letter and list of three references should be sent in confidence, to:

Professor H. Michael Stevenson, Chair,  
Search Committee for Director of the Centre for Health Studies,  
c/o Institute for Social Research, York University,  
North York, Ontario, Canada M3J 1P3.

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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For additional information, please write or call:

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For information about Canadian speakers at this conference,  
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University of Alberta  
Edmonton

## Tenure-Track Position Department of Educational Foundations

The Department of Educational Foundations invites applications for a tenure-track position in the field of International/Intercultural and the Sociology of Education at the Assistant Professor level, effective 1 July or 1 September 1990 (subject to budgetary provisions). Current salary range is \$33,144 to \$47,280. Applicants must have a completed Ph.D. degree and an active research and publication record. Preference will be given to candidates with some experience in making successful grant applications.

The candidate selected will be expected to teach undergraduate/graduate courses in International Education and the Sociology of Education or Intercultural Education and to be interested in helping with the following activities: (1) research and supervision of graduate students, (2) strengthening and/or developing work with Canadian and international aid agencies, and (3) involvement with schools in Alberta in such fields as global education, multicultural education, student teacher supervision, etc.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Applicants should forward the following materials:

1. A formal letter of application.
2. An indication of fields of current academic interests.
3. A detailed C.V.
4. Three letters of reference.
5. Copies of recent publications or work in progress.

The closing date for applications is 30th of April, 1990; all documentary materials must have been received by that date.

These materials should be directed to:

Dr. M. Kazim Bacchus  
Chair, Department of Educational Foundations  
5-109 Education North  
University of Alberta  
Edmonton, Alberta T6G 2G5

The University of Alberta is committed to the principle of equity in employment.

## Counsel Alberta Law Reform Institute



The Alberta Law Reform Institute invites applications for the position as Counsel to the Institute.

The Institute was established in 1968 by the Government of Alberta, the Law Society of Alberta and the University of Alberta for the purposes of law research and reform. The Institute is situated in the Law Centre on the campus of the University of Alberta in Edmonton.

Institute Counsel prepare proposals for law reform projects; conduct and supervise research (both legal and empirical); engage in consultative exercises with the public; relevant government departments and the Bar; and assist in all phases of the preparation of Institute reports.

Secondment to other law reform related projects at the provincial or national level may also be made from time to time.

Applicants must demonstrate quality analytic and research capabilities; the ability to write well is critical. A demonstrated interest in the commitment to law reform would be a decided advantage. Some real experience in practice is highly desirable.

The position is a career position; salary will be according to qualifications.

Interested lawyers should apply in writing, with a Curriculum Vitae (including two referees), by April 30, 1990, to:

Professor P.J.M. Lown, Director  
Alberta Law Reform Institute  
402 Law Centre  
University of Alberta  
Edmonton, Alberta T6G 2H5

The Alberta Law Reform Institute is an equal opportunity organization.



University of Regina

### UNIVERSITY LIBRARIAN

The University Librarian is responsible for administering the total operation of the Library system and is expected to provide creative and effective leadership on all levels. The Library system comprises the Main Library and two branch libraries, as well as the University Archives. The collection contains 1.5 million volumes, of which 591,000 are microform equivalents. The annual budget is 4.3 million with a staff of 81. The Library services a university community of approximately 10,500 students of whom 6,500 are full-time, as well as our university staff. Special features include: the NOTIS automated library system, which incorporates MURLIN, the on-line catalogue; the UREAD distance education library service; and, various special document delivery services. In addition the Librarian serves as Director of the RegLIN (Regina Library Information Network) Corporation, a not-for-profit corporation of local libraries incorporated for the purpose of developing and promoting co-operative programs using shared library automation applications.

Candidates should possess excellent professional qualifications in librarianship. Additional qualifications include: substantial successful administrative experience (preferably academic); capacity to exercise strong leadership of library personnel in setting and implementing long-range goals and objectives; proven ability to communicate effectively with library staff, faculty, students and administration; an appreciation of information systems, and a mature understanding of the academic library and its future.

Nominations and applications, accompanied by a résumé, including the names of at least three referees should be forwarded by March 31, 1990, to:

Dr. B.L. Scarle  
Vice-President (Academic)  
University of Regina  
Regina, Saskatchewan  
S4S 0A2

The University of Regina is committed to employment equity. We welcome applications from all, especially aboriginal peoples, people with disabilities, visible minorities, and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

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